

FINANCIAL TIMES

French elections

Left and right
in jobless fight

Page 2

Oil prices

Higher, but
for how long?

Page 28

Silicon Valley

Intel's turn to
face the music

Page 17

FT WEEKEND

Death of
the Salaryman

TOMORROW

World Business Newspaper <http://www.FT.com>

FRIDAY MAY 16 1997



Swiss bank to pay \$600m for Dillon Read

Swiss Bank Corporation is to buy Dillon Read, the Wall Street investment bank, for \$600m as part of its attempt to become one of the world's leading investment banks. Dillon Read, a partnership which specialises in mergers and acquisitions, is to be merged with SBC Warburg, the investment banking division of SBC, which will be renamed SBC Warburg Dillon Read. The announcement follows the collapse of talks between Dillon Read and ING, the Dutch financial group which owns 25 per cent of the Wall Street firm. Page 18; Editorial comment, Page 17; Lex, Page 18; Analysis, Page 22

Currency launch date: European commissioner for monetary affairs, Yves-Thibault de Silguy, urged that the introduction of euro notes and coins should be brought forward to autumn 2001 to avoid a January launch coinciding with the post-Christmas sales. Page 2

Decoder for Europe: Many of Europe's leading cable television groups including Deutsche Telekom have agreed to create a single "black box" decoder for digital cable television systems across continental Europe. Page 18

France wins \$2bn Chinese orders



French president Jacques Chirac, pictured above with Chinese president Jiang Zemin on a day when French companies secured agreements worth \$2bn including the sale of 30 Airbus. Page 4

Romanian workers protest: Several thousand Romanian industrial workers marched through Bucharest in the biggest protest so far against the reformist government elected last November. Page 2

Nomura arrested: The Japanese government's investigation into Nomura, the country's largest securities company, gathered pace when Tokyo prosecutors arrested two men alleged to have acted as corporate extortionists. Page 18

Europe at heart of French poll: Europe has returned to the heart of France's parliamentary election campaign, with left and right seeking to close any divisions on the single currency that could be exploited. Page 2

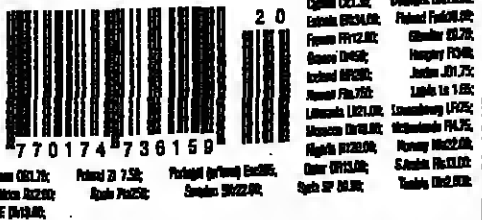
Dutch welcome Labour: Britain will have "more room to produce results in Europe" under Labour, according to Dutch foreign minister Hans van Mierlo. Page 10

Unions warned: Bosch chairman Hermann Scholl warned Germany's unions that wage costs were driving industry abroad. Page 19



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STOCK MARKET INDICES		GOLD	
New York: Dow Jones Ind. Av.	7,304.70 (+18.54)	New York: Gold	347.4 (+0.2)
NASDAQ Composite	1,347.97 (+12.42)	London: Gold	348.85 (+0.35)
Europe and Far East			
CAC40	2,776.01 (+1.39)		
DAX	3,982.11 (+11.58)		
FTSE 100	4,881.2 (-5.7)		
Nikkei	20,086.31 (+153.41)		
US LUNCHTIME RATES		DOLLAR	
Federal Funds	5.75%	New York: Dollar	
3-month Treas. Bill	5.145%		
Long Bond	5.95%		
Yield	5.574%		
OTHER RATES		STERLING	
UK 3-month Interbank	6.75% (88.00)	London: Sterling	
UK 10 yr Govt	10.2% (102.2)		
France: 10 yr Govt	6.39% (99.65)		
Germany: 10 yr Bond	10.21% (102.46)		
Japan: 10 yr Govt	10.35% (103.10)		
NORTH SEA OIL (Argus)		STERLING	
Brent Dated	\$18.15 (+0.07)	DM	2,788.9 (2.788)



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Finance minister outlines proposals for revaluation of country's reserves

Bonn plans gold move to support public finances

By Peter Norman in Bonn

The German government yesterday took the first steps to using gold reserves to support deteriorating public finances and allow the country to participate in European economic and monetary union from the planned starting date in 1999.

The move came as an experts' report was published predicting a DM118bn (\$83.6bn) shortfall in budgeted revenues between now and 2001.

Mr Theo Waigel, the finance minister, made an unannounced visit to the Bundesbank in Frankfurt to outline government plans for a revaluation of the reserves and a bartering of the resulting profits to reduce Germany's debt.

Although the minister said the planned move was in line with international practice, it may be seen in other European Union countries as a creative accounting device to achieve the criteria to join the single currency.

Within Germany, it is bound to be seen as a remarkable policy U-turn and securing the

necessary change in the Bundesbank law will be no easy task.

The gold price fell after the announcement, and was fixed in London yesterday afternoon at \$346.40 per ounce, down from \$349.10 a day earlier. After his return to Bonn, the minister firmly denied the government wanted to sell any of the Bundesbank's 95m ounces of gold. "There is no plan to sell one ounce of gold or a sin-

gle dollar of the monetary reserves," he said.

Instead, the government proposed that the reserves should be valued more closely to market levels and the resulting gain in the Bundesbank accounts be paid into an existing government fund to reduce debt arising from German unification. The gold reserves are currently valued at DM13.69bn, more than DM40bn below their market value.

Without giving details, Mr

Waigel said such a transfer of Bundesbank profits to the "redemption fund for historic burdens" would count towards reducing Germany's public deficit and debt. It was a legitimate use of savings built up over 50 years, he said.

Mr Waigel said the government was also considering a further tightening of controls on public spending, more sales of government properties and would press ahead with plans to sell some of its Deutsche Telekom shares this year to plug gaps in the budget.

In separate talks last night, the parties of Chancellor Helmut Kohl's coalition were discussing emergency measures in the hope of avoiding new increases in indirect taxes, after a small Free Democrat party indicated it would not accept such a step.

Yesterday got off to a frantic start in Bonn after a newspaper report that the government would seek to harness the nation's gold reserves to plug its deficit. Political activity reached fever pitch after the

Continued on Page 18



German finance minister Theo Waigel firmly denied the government wanted to sell any of the Bundesbank's 95m ounces of gold during a news conference in Bonn yesterday. Picture: Reuters

Shares in Internet book shop surge on launch

By Jane Martinson in New York

Shares in Amazon.com, the Internet book shop, surged when trading opened yesterday, as investors showed a keen interest in the first large web-based retailer to come to the market.

Shares in Amazon, which calls itself the world's largest book store, opened 63 per cent higher than the initial offer price, though they fell later. The launch on the Nasdaq exchange followed one of the most heavily promoted initial public offerings in the US this year.

After the euphoria subsided, Amazon shares - launched at \$18 - were trading by early afternoon at \$25. At this higher price, the loss-making company was valued at \$575m and the holding of Mr Jeffrey Bezos, the company's founder and chief executive, was worth \$250m.

The enthusiasm for the offer has increased confidence that the market for initial public offerings, which has been lacklustre in recent weeks, is returning its former strength.

There was so much interest before yesterday's offering that Deutsche Morgan Grenfell, the underwriters, had increased the size of the offer by 20 per cent to 3m shares when it announced the issue price on Wednesday night.

Over the past two years, interest in Internet-related companies has led to several successful flotations.

Shares in Yahoo!, which provides a search service, more than doubled on the day they were launched last year.

Enthusiasm for Amazon's shares comes in spite of a reported accumulated deficit of \$6m at the end of last year, after sales and marketing expenses rose to \$6.1m from

Continued on Page 18

Murdoch woos China on satellite TV

By Tony Walker in Beijing and Raymond Snoddy in London

Mr Rupert Murdoch yesterday made a determined bid to persuade China of his good intentions as a partner in satellite television.

The News Corporation chairman used the opportunity of a publishing conference speech in Tokyo to refocus the company's Asian policy. He appealed directly to the Chinese leadership to be allowed to develop satellite television in China in return for learning to "abide by" the rules of what is a one-party state.

Mr Murdoch said China was probably more suitable for the development of digital satellite technology than any other country because of its size, large urban centres and scattered communities.

He said the technology would allow not only entertainment to be offered, but also government information, training, education and medical services.

Mr Murdoch is understood to have resolved to seek a fresh start with Beijing following his assertion in London in 1993 that telecommunications technology was a "threat to

totalitarian regimes everywhere".

This prompted China's State Council to issue an instruction warning government agencies against doing business with Mr Murdoch and blocking the spread of satellite dishes. However, the Australian-born tycoon may have secured a "reprieve" with indications the State Council is in the process of rescinding its edict.

News Corp's successful online information technology service with People's Daily, the Communist party newspaper, appears to have helped.

Mr Murdoch has also praised

what he described as China's "embrace" of the Internet, the information superhighway "as a means of strengthening its own culture and speeding economic development".

He also admitted yesterday that he had been wrong in believing the Chinese leadership would turn their back on the new information technologies.

Mr Murdoch, whose Hong Kong-based Star TV satellite network is losing \$120m a year, faces numerous restrictions in Asia on Star programming.

China, with its effective

blacklist of Star, has proved a large stumbling block. Star TV is seeking to persuade Beijing to allow it to disseminate Star programmes via China's rapidly growing cable system. Mr Murdoch said the fact that \$2bn had been invested in Star in Hong Kong was "a symbol of our commitment and confidence" in the Chinese market.

He added: "Western companies like News Corporation have much to learn about doing business there and need to pay special attention to China's unique cultural heritage."

Digital decoder, Page 18

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CONTENTS

News	18	Arts	15	Markets	27
European News	23	Arts Guide	15	Commodities	28
International News	7	Crossword	28	FTSE Actuaries	34
Features				FT/SP-A Wd Index	36
Leader Page	17	Companies & Finance		Foreign Exchanges	27
Letters	16	UK	25	Gold Markets	28
World Trade News	4	International	20-24	Int. Bond Service	28
UK News	10	Observer	17	Managed Funds	25-31
Property	14			West End Property	12,19

Monetary affairs commissioner seeks to avoid long period of double circulation

Earlier start to Euro currency urged

By Emma Tucker in Brussels

The introduction of euro notes and coins should be brought forward by several months to the autumn of 2001, to avoid the possible mayhem of a January launch coinciding with post-Christmas discount sales.

The idea was floated by Mr Yves-Thibault de Silguy, the commissioner for monetary affairs, who met business leaders yesterday to discuss the practicalities of switching from national currencies to the euro.

Under the current timetable the euro will be introduced in countries qualifying for the single cur-

rency on January 1 1999, but only as a unit used by banks and other financial institutions.

Notes and coins are due to come into circulation on January 1, 2002, with national currencies remaining legal tender for another six months.

But yesterday Mr de Silguy, who was warned by consumer groups that a Christmas and New Year introduction of the euro would lead to chaos, said the launch of the notes and coins should be brought forward.

He also warned against the dangers of leaving national currencies circulating for too long, saying that

two currencies would generate confusion and extra costs.

"Take for example small businesses that only have one cash register. There are several million such businesses in Europe. How will they be able to manage a prolonged period of double circulation?" he said.

The current handover is seen as lasting six months, but Mr de Silguy said it should be shortened to just a few weeks.

The suggestion went down badly with the European Vending Association. It said that over 3m vending machines needed to be altered to take the euro coin, each alteration

taking an hour. The association thinks three years will be needed once a final decision for the coin has been chosen to produce the necessary software and hardware upgrades.

During the day Ms Emma Bonino, the consumer affairs commissioner, called on governments to strip the euro debate of alienating jargon and redouble their efforts to educate consumers.

"We can tell people that there will be macroeconomic benefits from the single currency if we want," she said. "But my mother does not know what macroeconomic is. She wants to know what

she will have to do when she goes to buy her vegetables."

She also reminded the meeting that in several countries, such as Italy, the national currency does not divide into "centimes".

"People in these countries will have to relearn how to count their money," said Ms Bonino.

Mr de Silguy said he would like to be able to present definitive decisions on issues such as when to introduce the notes and coins and how long to leave national currencies in circulation by May next year.

"We must prepare," he said. "There are only 595 days left."

Waigel finds a pot of gold at time of need

Mr Theo Waigel, Germany's finance minister, is demonstrating that necessity is the mother of invention. Hours after confirming that he planned a further sale of Deutsche Telekom shares to plug gaps in his budget, Mr Waigel yesterday interrupted a busy Bonn day to make a previously unannounced visit to the Bundesbank's fortnightly council meeting in Frankfurt to begin the process of turning at least part of the nation's gold reserves into cash.

Back in Bonn by late afternoon, he vigorously denied that he planned to sell any gold. Instead, he plans to upvalue the gold as part of the process of placing the Bundesbank in the planned European system of central banks that will manage the monetary policy of Europe's economic and monetary union from January 1999.

This will yield an extraordinary gain that will be channelled into the "redemption fund for historic burdens", a special federal fund that is used to pay off debt. The Bundesbank's 95m ounce gold board is valued conservatively at DM13.69bn (\$8.1bn) or an average of DM144 per ounce compared with yesterday's market price of DM558. Yesterday, there was a DM42.17bn difference between the value of the gold in the Bundesbank's books and its DM55.86bn value at market prices.

Mr Waigel yesterday insisted that an upvaluation of Germany's gold reserves to price new market levels would be in line with a recommendation of the European Monetary Institute, the forerunner of the planned EU central bank.

The finance ministry, after explaining its ideas to Mr Hans Tietmeyer, the Bundesbank president and other members of the bank's council, will now draw up an amendment to the Bundesbank law in the hope it will pass parliament by summer.

Although the minister said the planned move was in line with international practice, it is bound to be seen as a remarkable policy U-turn in Germany. It is fraught with practical and political difficulties. Securing the change in the Bundesbank law will be no easy task.

Gold also has a special place in the German psyche. Political leaders, from Chancellor Helmut Kohl down, have always rejected selling part of the nation's "family silver" which they insist should be kept for a serious emergency.

Only last year, Germany used similar arguments to block plans to aid developing nations with the sale of gold



Bundesbank's Tietmeyer

held by the International Monetary Fund.

It is uncertain whether politicians or the public will appreciate that the difference between gold sales and the planned upvaluation of the Bundesbank gold reserves to yield an extraordinary gain. Such action could smack of "creative accounting" associated in the public mind with less disciplined nations.

Moreover, government attempts to persuade a sceptical German public that the euro, the planned European single currency, will be as strong as the D-Mark could suffer a crippling blow if the idea spread that moves to release the locked-up value of Germany's gold reserves were necessary to help Germany meet the Maastricht criteria for economic and monetary union.

Yesterday in the Bundesbank, the lower house of parliament, opposition politicians seized on press reports that the government was seeking to tap the gold reserves to condemn Mr Waigel's policies.

Ms Kristin Heyne for the Greens warned that selling gold would be the ultimate fire sale. Mr Gregor Gysi, leader of the former communist party of Democratic Socialism, said such action should only be considered to deal with a "huge natural catastrophe or famine".

Mr Waigel was unclear yesterday about how much cash would flow into the redemption fund or when it would flow. However, he said that cash from an upvaluation of the gold reserves could be used to help meet both the Maastricht debt and deficit criteria.

When asked a month ago about a possible gold revaluation, Mr Tietmeyer said it depended on whether gold would be included in the European Central Bank reserves. A decision on this and other matters still had to be reached by Europe's central bankers, he said.

Peter Norman

Europe at heart of French poll

By David Buchan in Paris

Europe has returned to the heart of France's parliamentary election campaign, with both left and right seeking to close any divisions on the single currency project that could be exploited by their opponents.

In an interview in today's edition of *Les Echos*, the French business daily, Mr Jacques Delors - former European Commission president and drafter of the blueprint for the planned single currency, the euro - rejects charges that his Socialist party is trying to renegotiate the Maastricht treaty, which set out criteria for

countries to qualify for monetary union.

Mr Delors said Socialist calls for members of the future currency union to establish an "economic government" to co-ordinate macro-economic policies to support monetary policy were in the spirit of the Maastricht treaty, and Article 103 provided for such a co-ordination.

Referring to Socialist calls for Italy and Spain to be among the first members of the currency zone, Mr Delors said their participation would provide cultural balance between north and south in Europe.

Meanwhile, among Gaull-

ist Eurosceptics, Mr Philippe Séguin is taking a more positive attitude towards Europe, provided it drops "its monetary obsession" and tackles the more important issue of unemployment. People have come to regard the EU as a job-destroyer, he told a meeting in Nantes earlier this week, and this must change.

Mr Séguin, who opposed last month's early dissolution of the National Assembly, is playing a growing role in the centre-right's campaign for the elections - being held in two rounds on May 25 and June 1.

His change of tack may be

prompted by awareness that his statements on Europe are watched by the Socialist opposition for divergences from government policy, as well as possibly positioning himself as an alternative prime minister to Mr Alain Juppé. He was greeted in Nantes with cries of "Séguin for the Matignon" - this prime minister's office.

Meanwhile, Mr Jean-Marie Le Pen, National Front leader, told *Le Parisien* newspaper Mr Chirac's concept of Europe "dominated by Germany and organised into Länder-like provinces, ignoring existing nations, would make Hitler's dream come true".

Juppé has taken a search for jobs to the provinces, writes David Buchan

The right is haunted by its earlier employment promises

When he took office as premier two years ago, Mr Alain Juppé promised to cut joblessness in France, then 11.5 per cent. "It is on this we asked to be judged, when the time comes," he said.

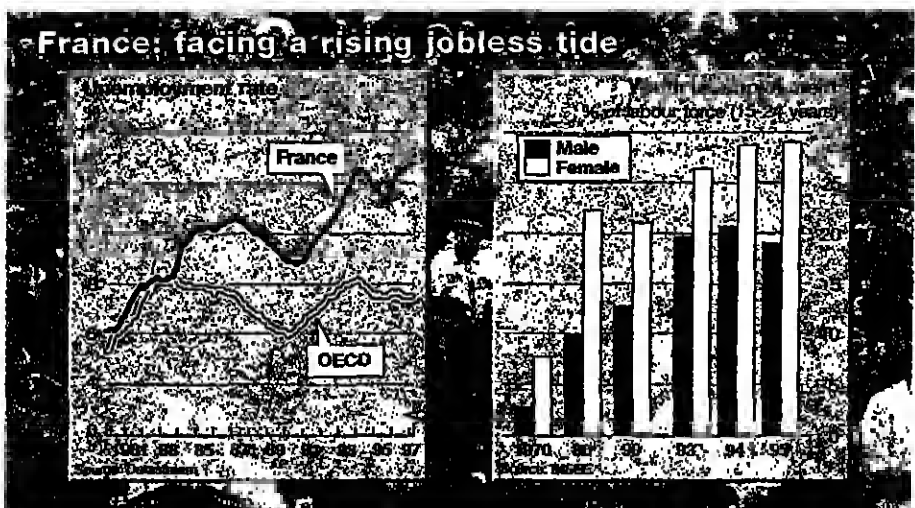
The time has come, and the unemployment rate is 12.8 per cent. Indeed, unemployment is the one aspect of the Juppé government's record that might have been better - because of the acceleration in growth widely predicted this year - if President Jacques Chirac had let the National Assembly's term run to its end next spring.

So with campaigning under way for France's parliamentary elections, Mr Juppé has been casting around for any proof that he has turned the unemployment tide. On Wednesday he pounced on the Demeyre family furniture business in the town of Perenchies.

The Demeyres - father Pierre, son Bernard, both as well upbolstered as the armchairs they export to 50 countries - explained to a beaming Mr Juppé how they had exploited the 1996 Robien law, named after Mr Gilles de Robien, the deputy mayor of neighbouring Amiens. Under this scheme, the state pays 40 per cent of welfare charges of companies that cut working time to save jobs in danger or in the case of prosperous firms like Demeyre, to create new ones, by 10 per cent.

Mr Bernard Demeyre said this incentive had led him to cut working time from 39 to 35 hours a week, and to expand his 411-strong workforce by the required 41 and that he had even gone on to hire an extra 13. "We need more companies like yours," said a delighted Mr Juppé.

The prime minister made jobs the theme of his



Wednesday trip to the Nord-Pas de Calais region.

At an evening rally, he admitted the obvious: "I have no magic formula for unemployment." But he claimed that it could be significantly reduced by plugging away at lowering social charges - both through the Robien scheme and new sectoral schemes which he said "we are trying to negotiate with Brussels" - as well as getting more young people into apprenticeships.

On the offensive, he claimed the Socialists' proposal to create 700,000 new youth jobs would drain the state exchequer of FF50bn (\$8.7bn) while their national plan to reduce the standard working week from 39 hours to 35 hours paid at 39 hours would push many companies into bankruptcy.

Out of Mr Juppé's mouth, the jobs strategies of left and right sound very different. But the Socialists, too, have sought to accentuate the difference. They wanted to make a big electoral splash - as President Chirac did in the 1995 presidential race - by putting a big headline figure on the number of jobs

they would create. They say this would cost FF35bn, paid partly by forgoing income tax cuts.

But underneath there is overlap and plagiarism in the employment strategies of left and right. They both recognise the need to change the way France finances its welfare system.

The financing burden falls almost entirely on the workforce, as a payroll charge on salaries but not on investment or savings income. The right has steadily raised the CSG to reduce payroll charges. Now in 1997, both left and right propose to increase it further, though by differing amounts.

Reduction of working time is an historic demand of the

left, which in 1981 cut the working week from 40 to 39 hours with no loss of pay and now proposes to do the same with the move down to 35 hours. Mr Juppé protests this is uneconomic nonsense, yet through the Robien law, his government is subsidising the reduction in working time.

One area of genuine left-right conflict concerns redundancy law, in particular a 1993 law named after Mrs Martine Aubry, the last Socialist labour minister. Her law requires management to show they had tried every other alternative before sacking people, and has led to court actions.

The present situation pleases no one - neither left nor right, neither unions nor management. The Socialists are now calling for a return to the pre-1986 situation, when companies needed government permission for redundancies. The right has sharply criticised this. It believes that if French employers were freer to fire, they might also be freer to hire - but it does not dare say so publicly, with 3.3m still on the dole.

Bruton calls Irish general election

By John Murray Brown in Dublin

Mr John Bruton, the Irish prime minister, yesterday called a general election for June 6, launching a campaign which for the first time will see the parties in an outgoing coalition seeking re-election as a government.

Current polls narrowly favour an alternative coalition between the populist Fianna Fail party and the right-of-centre Progressive Democrats (PDs).

However, with an estimated 20 per cent of the electorate undecided, much will turn on the campaign, and the ability of all the parties to maximise transfers under Ireland's proportional representation system. Ireland's PR system allows voters to

use their second and third preferences to indicate the coalition they favour.

At a press conference with leaders of the Irish Labour party and Democratic Left, Mr Dick Spring of the

socialism of Mr de Rossa, who attacked the "ravages of the market", warning the PDs would inflict a "dog eats dog" culture on the country.

The alternative coalition

The campaign is likely to be dominated by local issues, with mainstream politicians forced to adopt many of the green and other single issues typically championed by independent candidates

Mr Bruton, leader of the conservative Fine Gael party, called on voters to support what he called "the partnership government, which is dependable, dynamic and stands for a decent society."

Mr Prionsias de Rossa, the Democratic Left leader, said the government's "capacity to bite its lip on occasions"

Labour party said all parties would campaign on their own policies, but would then "draw the best" from each when negotiating the programme for the next term.

For Fine Gael, traditionally the party of business, Mr Bruton said the economy was the central issue.

This contrasted with the

has its own stresses. This week's meeting between Mr Bertie Ahern, the Fianna Fail leader, and Mr Gerry Adams, Sinn Féin president, caused some discomfort for his PD partners, but was seen as a pre-election move to woo Sinn Féin transfers in the key border constituencies.

EUROPEAN NEWS DIGEST

Soros Fund quits Belarus

The Soros Fund, backed by US tycoon George Soros, pulled out of Belarus yesterday, saying the authorities had seized \$1.78m from its bank account in taxes despite previous assurances it would be exempt from tax. "Today the Belarusian Soros Fund is ceasing its activities because of... financial sanctions against it," the Fund, an international humanitarian foundation which helps post-communist societies, said.

Tax authorities had transferred 77bn Belarusian rubles (\$1.78m) from its account at the Belarusian Priobank to pay the demand, it said. The Fund, which was awarded tax-exempt status two years ago, said it had spent \$13m on medical, cultural, educational, scientific and economic programmes in the former Soviet republic of 10m people. Relations with the authorities worsened in March when Minsk barred its local executive from entering the country.

He was accused of interfering in Belarus's internal affairs and sponsoring the opposition, including the mass media, which have criticised President Alexander Lukashenko's authoritarian style of rule. *Reuter, Minsk*

Elf's Paris HQ raided

French fraud squad detectives yesterday raided the Paris headquarters of oil group Elf Aquitaine. Justice sources said the offices were searched on the orders of investigating magistrates Ms Eva Joly and Mr Laurence Vichnevsky, who are probing alleged fraud involving covert payments made while Mr Loïc Le Floch-Prigent was chairman from 1986 to 1993.

Mr Le Floch-Prigent was released on bail last December after six months in pre-trial custody. The investigation, which began with a close look into the accounts of the failed Biedermann textile group, has widened to touch on financial links between Elf, its Elf Gabon unit and Gabon president Omar Bongo. *Reuter, Paris*

Russian governor's strike plea

Mr Yevgeny Nazarov, governor of Russia's troubled Primorsky region in the far east, yesterday pleaded with striking miners to go back to work and end an energy crisis that has plunged the province into misery and protest. The miners, whose coal is the main source of fuel for the Pacific region's power plants, have downed tools to protest at wage arrears of more than six months.

Their revolt has forced the local electricity generators nearly to a standstill and left most homes in the region without electricity for up to 20 hours a day and with no heating or hot water. Mr Anatoly Kulikov, Russia's interior minister, has flown out to Vladivostok, the capital of the region, to investigate the crisis. Local leaders are hoping the federal government will bail out the increasingly impoverished far east and send money to pay the disgruntled miners. *Christina Freedland, Moscow*

Macedonia troop strength

Mr Kofi Annan, United Nations secretary general, is pressing to keep UN forces in Macedonia at full strength in response to the continuing turmoil in neighbouring Albania. In a report to the Security Council Mr Annan said recent events in Albania had demonstrated that stability in the Balkan region remained "extremely fragile".

Pressure last year in particular from Russia had persuaded the Security Council to cut the 1,050-strong UN Preventive Deployment Force (Unpredep) by 300, but the action was suspended in early April because of the unrest in Albania. Mr Annan said it would be "imprudent" to change either the size of the force or its mandate at present and recommended a further six month extension to the end of November.

The UN force, which includes troops from the US, Scandinavia and Indonesia, was originally deployed in 1992 to prevent conflicts spreading to Macedonia from elsewhere in former Yugoslavia. *Kevin Done*

More sought on Nazi gold

Senator Alfonso D'Amato, the US Republican politician who spearheaded calls for a probe of Switzerland's war record, yesterday hailed a US administration report on the issue but demanded to know more. Last week's report made it clear that neither the British, the French or the US had behaved "responsibly, credibly or morally" in negotiations with Switzerland over looted Nazi gold. Mr D'Amato told the Senate banking committee which he chairs.

A 1946 accord obliging Switzerland to hand over \$58m in looted gold was shown by the report to be totally inadequate, leaving the equivalent of several billion dollars at today's values in Swiss hands, he noted. "The world needs to know what happened to the other \$30m in gold that the report says the Swiss National Bank accepted from the Nazis," Mr D'Amato said. He described as "premature" a New York Times editorial saying Switzerland's assets in the US should be frozen if it does not co-operate. *Bruce Clark, Washington*

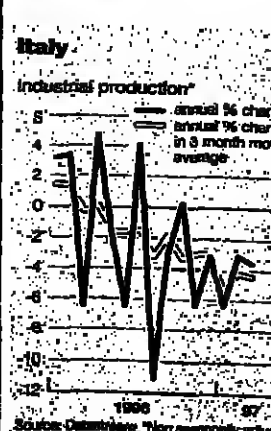
Romanian workers protest

Several thousand Romanian industrial workers marched through the capital Bucharest yesterday in the biggest protest so far against the reformist government elected last November.

Opposition-linked trades unionists billed the march as the start of a "Month of the Yellow Card", of union protests warning the new reformist government to change its policies or be sent off. The marchers demanded cuts in the price of energy and food, liberalised earlier this year, and abandonment of plans to liquidate bankrupt companies. *Anatol Lieven, Bucharest*

ECONOMIC WATCH

Italian production declines



Italy's industrial production in the first quarter was 4.3 per cent down on the same period in 1996, according to Istat, the state statistics institute. In March industrial production was down 2.6 per cent, the fifth consecutive monthly fall if no seasonal adjustment were made. With seasonal factors excluded, average daily production was marginally up 0.3 per cent in January, 2.9 per cent in February and 0.7 per cent in March on the same months last year.

Confindustria, the industrialists' confederation, said yesterday the data provided some evidence to suggest the long stagnation in the economy was ending. This view was backed up by a rise in electricity consumption and petrol products in April.

However the timid turn-round is mainly due to the sharp pick-up in the automotive sector, thanks to the introduction in January of a government-sponsored scheme to trade in used cars.

Robert Graham, Rome

Swedish consumer prices were up 0.5 per cent in April from March and up 0.2 per cent from a year earlier, the Central Statistical Bureau reported.

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NEWS: EUROPE

Nemtsov eyes reform of Gazprom Italy's parties grapple with the constitution

Like a lion tamer training an intractable beast, Mr Boris Nemtsov has this week been prodding sticks into the Gazprom gas monopoly to see how it reacts.

Russia's young first deputy prime minister, who has added reformist momentum to the government since his appointment in March, is intent on coaxing his country's biggest company into becoming a more transparent, accountable, market-oriented organisation - benefiting all 150m Russians, not just its 340,000 blessed employees.

But Mr Nemtsov knows if he presses too hard he will provoke Gazprom into lashing out at him; if he is too soft he will simply be ignored.

With one-third of the world's known gas reserves and 25 per cent of the western European gas market, Gazprom should be the main motor of the Russian economy and an unfailing source of government revenue for decades to come.

But in a remarkable television interview on Tuesday, Mr Nemtsov conceded that the state had totally lost control of the partially privatised company, receiving just \$1.5bn (\$1.5m) in dividends over the past two years on its 40 per cent shareholding. He vowed to make amends.

The next day a presidential decree was published naming Mr Nemtsov head of a 10-person government



board charged with managing the state's shareholding more effectively and overseeing Gazprom's activities.

Packed with heavyweight government officials, the board has considerable powers to open Gazprom up to outside scrutiny and force it to pay billions of dollars in outstanding taxes and pension contributions.

Industry analysts said that the creation of the board was the government's most serious attempt to date to reassert state control over Gazprom and regulate it more effectively.

"There are plenty of clever people around town who can write shopping lists of reforms but I am most impressed by Nemtsov's extraordinary political skill in carrying them through," said one admiring western banker.

But clearly fearful of back-

ing Gazprom into a corner, Mr Nemtsov was all high praise and easy charm when he visited the company's lavish headquarters later that day.

Commending Gazprom's management for maintaining production levels at a time of economic crisis and prising open world gas markets for Russian exports, Mr Nemtsov gushed: "Gazprom is Russia's pride. It is the face of Russia abroad and the government must co-operate in its further development."

Mr Nemtsov's appearance alongside Mr Rem Vyakhirev, Gazprom's chairman, was a fascinating study of personal contrasts. It was immediately visible that the tall, good-looking minister was from a new economic and political generation than Mr Vyakhirev, Gazprom's diminutive, chain-smoking

chairman, schooled in the Soviet gas industry for some 35 years.

But Mr Vyakhirev is a wily campaigner, determined to preserve his company's privileges, who can still count on support from his former boss, Mr Victor Chernomyrdin, the prime minister.

In a meeting with the government yesterday, Mr Vyakhirev presented many of the reformers' proposals by presenting his own restructuring plans.

Gazprom promises to open up its pipeline network to outside producers - including foreign companies - and will demarcate its production and transport businesses more clearly, providing greater cost transparency.

It will also start charging market rates for its gas

rather than cross-subsidising different regions and will shed peripheral businesses employing some 100,000 workers.

The government welcomed Gazprom's proposals but Mr Vyakhirev did not appear too troubled by his concessions.

"Considering the scope of our operations, I do not think we will see any rivals until the year 2010," he said. "In order to compete with us a lot of time and lots of money will be needed."

Mr Vladimir Kononov, chief economist at the Moscow office of the World Bank, says that the government would be crazy to pursue Gazprom too aggressively and try to break it up in the near future, given its central importance in the economy.

But he suggests that the government will succeed in devising better mechanisms to promote competition, improve regulation, and tax the company more fairly - although it will take time.

"There is still some institution-building to be done before Nemtsov can back up what he wants to do," he says.

For the moment, it seems, Gazprom will pad along in roughly the right direction with the occasional growl. But it will take a lot more skill and determination from Mr Nemtsov to make Gazprom start jumping through some hoops.

John Thornhill

By Robert Graham in Rome

Moves to reform Italy's poorly functioning constitution have entered a crucial new phase as discussion moves from the theoretical to forging agreement among the parties on practical changes.

The main source of controversy centres round the creation of a stronger executive, vesting more powers either in a directly elected prime minister or in the president.

But other thorny issues are the reorganisation of the justice system and introducing a more federal structure to the Italian state.

A joint parliamentary commission formed from the chamber of deputies and senate began work in committee in February under the chairmanship of Mr Massimo D'Alema, leader of the Party of the Democratic Left (PDS), the dominant partner in the government.

This week, the various ideas from the four committees were presented for the first time to a full session of the commission.

Then on Wednesday, Mr D'Alema gave a much-awaited assessment of how he intended to push forward the various proposals.

On the key issue of the powers of the executive, he made it clear that he favoured placing more authority with the prime minister rather than the head of state. He would prefer to see Italy adopt a system based on a British-style prime minister, he said.

However, the prime minister would not be directly elected - rather a party's candidate for premier would have his name on the same voting slip as that of the local deputy and senator.

The prime minister would also acquire the right to appoint and dismiss ministers and dissolve parliament, prerogatives at present held by the head of state.

The right-wing opposition parties are anxious to introduce a "semi-presidential" system, borrowing elements from the French experience.

The president would be

directly elected (at present he is chosen by parliament), serve for five instead of seven years, and would appoint his prime minister who would then be responsible for the government programme.

The head of state would also have the right to dissolve parliament at any time, except during the first 12 months of a new legislature.

The D'Alema view reflects the feeling within the centre-left ruling coalition that the



Massimo D'Alema: state institutions' inability to cope led to the setting up of his constitution committee

head of state should be an impartial figurehead.

The left is concerned that a semi-presidential system will undermine the role of parliament by allowing the president to establish a direct link with "the people", a prospect aggravated by the unresolved conflict of interest between the role of former premier Silvio Berlusconi as a politician and his control of three TV channels.

This prospect evokes fears of opening the road to authoritarian rule, specifically evoked in the 1948 constitution.

The framers of the constitution were so obsessed with preventing a recurrence of Mussoliniism that no single institution was given sufficient power to operate efficiently.

The opposition parties headed by Mr Berlusconi's Forza Italia argue that the

semi-presidential solution is needed precisely to produce a more efficient executive.

In general, the shake-up of the constitution has been prompted by the increasing inability of state institutions to cope with the needs of a modern democracy. For instance, parliamentary business has been rendered hopelessly time-consuming and complex by each house duplicating the other's functions.

On the table is a proposal to reduce the size of parliament from 945 to 600 (400 in the chamber and 200 senators), and end bi-cameralism.

The lower house would be responsible for legislation, with the senate more a supervisory chamber with a representation reflecting greater regional devolution.

Everyone has deferred to the need to create a federal structure. Mr D'Alema this week said changing the post-war centralist state was "the architrave" of constitutional reform. But details remain exceptionally vague.

Mr Umberto Bossi, leader of the populist Northern League, who talks ever more stridently of secessionism, snubbed on Wednesday an attempt by Mr D'Alema to involve him in discussions on federalism.

Mr D'Alema has staked his political prestige on the commission's success; he knows the main proposals for change must carry a broad cross-party consensus.

To this end, he has sought to build a special relationship with Mr Berlusconi, and is reluctant to close the door on ideas for the executive. But both men are prisoners of their own allies.

If Mr D'Alema moves closer to opposition proposals, he risks serious trouble among his centre-left allies. But equally, the opposition knows if it co-operates to produce a mutually agreeable outcome, the centre-left will be more firmly rooted in power.

Thus the opposition continues to flirt with the idea that constitutional reform is a weapon to bring down the Prodi government.

Lukoil in court threat to Izvestiya

By John Thornhill in Moscow

In a further escalation of a remarkable corporate feud, Lukoil, Russia's giant oil company, has threatened to take the Izvestiya newspaper to court unless it retracts allegations it splashed over its front page yesterday.

Lukoil is currently locked in a fierce struggle with Izvestiya's journalists over control of the liberal newspaper.

The oil company claims it has amassed a majority stake in Izvestiya and wants to exercise its right to remove the editor.

But Izvestiya yesterday disputed Lukoil's claims, saying it has now won sufficient shareholder support to preserve its independence.

For good measure, the newspaper launched an extraordinary attack on the oil company in a front page article entitled "Lukoil: Politics and Business".

In the article, Izvestiya said Mr Victor Chernomyrdin, the prime minister, was behind Lukoil's attempts to remove the editor.

It also alleged that the company was linked to criminal organisations.

Lukoil reacted furiously, denying

any links with any criminal organisation and questioning whether Izvestiya's allies did speak for the majority of its shares.

Mr Pyotr Neyer, Lukoil spokesman, said: "This article has nothing to do with reality. From its foundation, Lukoil organised its security service to protect itself from any criminal influence."

"It is staffed with the best professionals who retired from the state security services and these people have done their best to make Lukoil safe. It is the most stable and protected company among oil companies."

Russian newspapers frequently run articles containing the most sensational allegations making it difficult for readers to distinguish fact from fiction.

Nevertheless, Izvestiya's frontal assault on Lukoil seems bound to provoke a scandal.

Izvestiya claims it has forged a new co-operative relationship with the Sidanco oil company and Onewebank.

But some Russian journalists expressed doubts yesterday about how impartial a line Izvestiya could pursue in harness with such powerful companies.

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Ericsson to develop next-generation wireless technology for high-speed multimedia services

Is there no limit to the development of wireless communications? It's a timely question to ask, following the announcement by Ericsson of a contract to jointly develop an experimental third-generation wireless communications system for high-speed multimedia traffic such as Internet services.

Video by mobile phone
In the near future we shall have to change our views on the role and capabilities of the mobile phone. Today, as around 150 million users around the world can confirm, a mobile phone is a convenient and cost-effective way of keeping in touch with friends, relatives and business contacts, wherever you are.

In the near future, perhaps as early as the turn of the century, you'll also be able to receive full-motion video via a mobile terminal, as well as hold high-quality videoconferencing meetings, and surf the Internet.

Industry experts forecast a big market for mobile multimedia services including Internet and Intranet access. Visions of teenagers on a beach surfing the Internet, business executives conducting videoconferencing meetings from their cars, or medical X-rays being transmitted from a speeding ambulance, could be reality in just a few years.

New technology
The snag is that today's wireless technology was primarily developed for voice communications, not data. In order

to provide the information capacity, or 'bandwidth', needed for more complex multimedia services, new developments in radio technology will be required.

"Wireless technology has been continuously and successfully evolved to meet the growing demands for capacity, voice quality and coverage," says Jan Uddenfeldt, vice president for research and development for Ericsson Radio Systems. "However, to support the kind of high speed data applications that are rapidly emerging, we will have to push the data communications performance of existing cellular standards even further."

To meet these new demands, it will be necessary to balance several factors: dedicating the appropriate bands on the radio frequency spectrum, creating new radio access methods, building or evolving the appropriate network architecture, and developing the necessary terminal equipment.

A significant step towards the commercial realisation of wireless multimedia is a contract awarded to Ericsson by NTT DoCoMo, Japan's leading mobile communications operator. It covers an experimental system based on new wideband-CDMA (Code Division Multiple Access) technology to support individual wireless access at data transfer rates of 384 kbit/s, eventually rising to 2 Mbit/s.

W-CDMA patents
Ericsson pioneered wideband-CDMA technology, and holds several important patents in this area. Wideband-CDMA is

very different from today's narrowband CDMA technology, referred to as IS-95, which has only limited data capabilities. Ericsson has no plans to offer systems based on today's narrowband CDMA technology.

However, the company sees wideband-CDMA as one of a number of technologies that hold great promise for digital wireless multimedia services at bandwidths above 100 kbps.

Ericsson is also working on developments within today's GSM and IS-136 standards for digital wireless communications, that will support bit-rates of above 100 kbps. Ericsson has already demonstrated the use of GSM system for access at bit rates of 64 kbps, together with Tetra, the Swedish network operator.

Wideband CDMA at a glance

- Bandwidth of 384 kbps initially, rising to 2 Mbps
- TCP/IP protocols are Internet-compatible
- True multimedia capability
- Packet-switched data transmission for radio spectrum efficiency
- Supports full motion video, high speed Internet access, and videoconferencing

Growth trends maintained

Ericsson's Interim Report for the first three months of 1997 shows that the track record of the past five years has been maintained, with sustained growth in order bookings, net sales and pre-tax income.

Order bookings increased by 38% to SEK 39,213 million. Net sales were 38% higher at SEK 30,705 million, and pre-tax profit 30% at SEK 2,020 million. (These figures include the consolidation of Ericsson Telecommunications S.A. in Brazil. For comparable units the growth was 25%, 31% and 30% respectively.)

Commenting on the results, Ericsson CEO Dr Lars Rasmqvist pointed out that this is the company's 22nd consecutive quarter of increased order bookings. "Our strong market organisation and our focused investments in research and development continue to yield very positive results," he said.

"Even measured in the increasingly stronger US Dollar, order bookings and net sales rose sharply during the first quarter, by 19 and 21% respectively."

The company registered a very strong first quarter in mobile phones and terminals, with sales up by almost 100% over the first quarter of 1996.

Erleye joins the drug fight.



Ericsson's Erleye Airborne Early Warning and Control (AEW&C) system has been selected by Brazil for use in the fight against illegal drug shipments by air in the Amazon - an area roughly half the size of the USA.

Erleye is the first long-range, high-performance AEW&C system that can be installed in relatively small commercial and military turbo-prop aircraft. Able to detect small aircraft at a range of up to 350 km, the Erleye system is attracting international interest.

Five Erleye systems worth US\$ 145million have been ordered for use in the Brazilian SIVAM system. This is Ericsson's first export order for Erleye.

Voice/data integration for multi-site businesses

A highlight of Ericsson's participation in the recent CeBIT exhibition in Hannover, Germany, was the launch of a new communications system that allows both data and voice services to be carried economically across the same leased lines.

Called the Multi-purpose Exchange, it is a good example of the way telecoms and datacoms technologies are converging to provide powerful, flexible communication solutions for businesses.



It combines Ericsson's Eripax (a packet/frame switch for routing data) with the MD110 business exchange. Voice compression techniques and intelligent networking are used to simultaneously deliver voice and data within the available bandwidth, dynamically allocating the bandwidth in the most efficient manner.

Data services can be delivered at up to 2 Mbit/second, making this an economical way to handle many everyday data communications requirements.

The dynamic bandwidth sharing capabilities of the MPX represent an industry first.

The MPX is expected to be of strong interest to organisations that use leased lines to link different sites. The greater the number of sites an organisation has, the greater the cost benefits of this new system.

Smallest in the world

Weighing in at a mere 4.7 oz (135 g), and measuring just 4 in (10 cm) high, this is the world's smallest phone for Personal Communication Services (PCS).

Designed for use with North American PCS 1900 mobile phone networks, the new CF 788 fits into a pocket or purse, and provides three hours' talk time, 48 hours' standby time.

World round-up

China: Ericsson is to expand GSM and TACS mobile phone networks in Jiangsu Province, following two contracts from the Jiangsu Post & Telecommunications Administration, totalling over US\$ 80 million. GSM network capacity will be boosted to 1 million subscribers. TACS network capacity will rise to 300,000 subscribers.

In a separate order worth US\$ 51 million, Ericsson is to expand the GSM mobile network of Liaoning Mobile Company to a capacity of 1 million subscribers.

For the provinces of Shandong and Zhejiang in the eastern region of China, Ericsson is to supply advanced-technology transmission equipment based on the SDH (Synchronous Digital Hierarchy) standard, that will lay the foundation for multimedia services.

Thailand: NMT 900 and GSM mobile phone infrastructure equipment worth more than US\$ 100 million is to be supplied by Ericsson to Advanced Info Services PCL, a subsidiary of Shinawatra Group.

Malaysia: The country's largest operator of Personal Communications Services (PCS), Muntara Telecommunications Sdn Bhd, is to move to double the capacity of its network to 400,000 subscribers, with Ericsson switches, base stations and transmission equipment worth US\$ 130 million.

Brazil: Ericsson is to supply wireless infrastructure systems to increase the capacity of cellular mobile phone networks operated by TELPE and TELSEP in the states of Pernambuco and Sao Paulo respectively. With a combined value of US\$ 150 million, the orders cover dual-mode equipment that will increase the capacity of the existing AMPS networks, and also allow digital D-AMPS services to be introduced.

Meanwhile, the first export order for Ericsson's Erleye Airborne Early Warning and Control system has come from Brazil. Erleye has been selected as the airborne surveillance sensor in the SIVAM system, that will be used primarily for the surveillance of the Amazon - an area roughly half the size of the USA.

USA: Ericsson is to supply mobile switching centres, radio base stations and associated equipment worth US\$ 250 million to Omnipoint Communications Inc (OCI), to expand Personal Communication Service (PCS) in Philadelphia, Pennsylvania and New Jersey. This latest contract more than doubles Ericsson's business with OCI.

Global: Ericsson has been awarded an initial contract worth US\$ 80 million to supply mobile switching centres for a global mobile satellite communications service planned by ICO Global Communications. A consortium of Ericsson, Hughes Network Systems Inc and NEC Corporation has won the definitive contract to supply the ground segment of the ICO network. Eventual size of Ericsson's share over the next ten years could reach US\$ 150 million.

Telefonaktiebolaget L.M. Ericsson, S-126 25, Stockholm, Sweden.
Ericsson's information-on-demand database can be addressed at: www.ericsson.com
Ericsson's 90,000 employees are active in more than 130 countries. Their combined expertise in fixed and mobile networks, mobile phones and information systems makes Ericsson the world-leading supplier in telecommunications.



Business Communication System MD110 rated best in survey

According to a recent report from industry analysts Datapro, '1996 International User Ratings Survey on PBX Systems', Ericsson's MD110 business communications system scored highest in terms of user satisfaction.

In the survey of 836 telecom industry managers in 30 countries, Ericsson received the top scores in 9 out of the 12 categories. They were: third-party system connectivity; CTI (computer telephony integration); ISDN; networking and tele-

management capabilities; automatic route selection (ARS); system security; voice mail; and wireless/cordless capabilities. Respondents included telecom managers, facilities managers, Information Systems vice presidents, Information Systems directors, systems analysts and other telecom industry professionals.

In a separate survey carried out by Dataquest, Ericsson was ranked as Europe's largest call centre supplier.

NEWS: WORLD TRADE

WORLD TRADE NEWS DIGEST

US encryption deal close

Republican congressmen expect to reach a compromise with the US administration soon on legislation that could free computer companies to sell their most sophisticated data scrambling devices overseas. The Republican House Judiciary Committee chairman, Mr Henry Hyde, said he and the sponsor of the bill, Republican Mr Boh Goodlatte, made good progress in discussions with Clinton administration officials this week on relaxing export restrictions on encryption hardware and software.

The Judiciary Committee approved the bill on Wednesday, but did not work on the disputed section, which falls under the jurisdiction of the House International Affairs Committee. Encryption technology allows computer users to scramble their communications into unreadable code. The US administration has objected to a provision that would allow developers of the technology to export their products without giving law enforcement agencies a way to crack their codes during criminal investigations.

AP Washington

Refinancing for Indonesia car

The Indonesian car company headed by President Suharto's youngest son said yesterday it would use only about half of a controversial \$1.3bn government-arranged loan to finance a new factory. PT Timor Putra Nasional will take \$690m from a consortium of state and private banks, said Timor Putra president Mr Hutomo Mandala Putra. Mr Hutomo, also known as Tommy Suharto, said the company would finance the rest of the cost through operating income and a public stock offering in 1998.

Timor Putra Nasional is at the centre of a dispute over generous tax breaks given to the company, a partnership between Mr Hutomo and Kia Motors of South Korea. Japan has withdrawn threats to take the case to a World Trade Organisation panel next week, saying it wants to give Suharto's government more time to consider changing Indonesia's national car programme. However, the European Union is set to ask the WTO to set up a panel to rule on the programme at a May 23 meeting in Geneva. The EU, Japan and the US contend the tax breaks discriminate against their carmakers in violation of Indonesia's free-trade commitments.

AP, Jakarta

Arab satellite profits rocket

The Arab world's main space venture yesterday reported a sharp increase in profits in 1996 as it pressed ahead with plans to launch more commercial satellites. The Arab Space Communications Organisation (Arabsat), holding a general assembly meeting in Amman to discuss its 1996 performance and future projects, said profits surged by around 50 per cent to \$32.25m. "This will encourage Arabsat to increase its participation in new communication development projects among the Arab countries," a statement said.

It provided no figures on 1996 profits, which followed two years of accumulating losses because of the group's failure to exploit fully the channels of satellites it had put in orbit since the mid-1980s. Officials said the high profits in 1996 allowed the company to make cash dividends to shareholders for the first time since it was created in the mid 1970s.

Arabsat, owned by the 22 members of the Arab League, has launched five commercial satellites, which were put in orbit by Aérospatiale of France. A sixth satellite will be launched by Aérospatiale in 1998.

AFP, Amman

Smartcard group claims global lead

By Christopher Brown-Humes

An international consortium yesterday claimed to have taken a decisive lead in the race to deliver a global standard for multi-application smartcards - single chip-based cards which can be used for many purposes.

The consortium said the first consumers would be carrying the new cards within a year, helping them to cut the clutter of plastic in their wallets.

Mr Michael Keegan, chief executive of Mondex International, the leading consortium member, said in London that the development would contribute to "an explosion" in smartcard use.

"This will do for smart cards what Windows has done for the personal computer," he predicted.

Some of the world's best-known smartcard companies and silicon chip manufacturers are part of the consortium, known as MAOSCO. They include MasterCard, Motorola, Siemens, Hitachi, Keycorp, Gemplus and Dai Nippon Printing.

MAOSCO claims to be ahead of Visa, the international payment cards consortium, which is working on a similar project using the JAVA computer language. The MAOSCO group will market a new operating system for smartcards known as Multos, which will be available on an open basis

"to ensure it becomes the standard for smartcard issuers in all sectors including finance, retail, travel, media and telecommunications."

A single card could carry numerous applications, such as a credit/debit purchase, an electronic cash purse, a supermarket loyalty points, a security pass, and a rail pass. Crucially, functions could be changed or updated without re-issuing the cards.

Customers would be able to download new products or services onto the card via a telephone, automatic teller machine, or Internet and issuers could tailor cards for applications of their choice.

Until now plastic cards with embedded chips have been used in a range of



Smart move: Mondex executives launch the Multos card. They expect an explosion in the use of smartcards

plots and national schemes, such as stored value cards, but these have generally been used for a single function, money in advance.

MAOSCO said the card would have broader applications than financial services - travellers, for example, could use a card to carry electronic airline tickets, air miles, and hotel vouchers. It said Multos was compatible with all existing international standards, allowing products from different countries to co-exist on the same card.

Mr Richard Phillimore, vice-president of chipcard business at MasterCard International, said the card would help the migration from magnetic stripe to chip cards. "In 10 years' time virtually all cards will have chips and virtually all terminals will accept chip cards," he said.

France wins Chinese orders worth \$2bn

By Tony Walker in Beijing

Mr Jacques Chirac, basking in Beijing's praise over his "wise" stand on human rights, yesterday sought to thrust France to the forefront of countries engaged in business with China.

"China must be one of our main partners," Mr Chirac told the French Chamber of Commerce in Beijing on a day when French companies were successful in securing business agreements worth about \$2bn, including the sale of 30 Airbus.

France's president, who is leading a 60-strong business delegation, has made it clear that his mission is to secure a bigger share of the Chinese market for French industry.

Mr Chirac lamented the fact that France languishes as China's 18th trading partner. Two-way trade fell in 1996 to less than \$1bn, according to Chinese customs statistics, a fraction of business between China and the US.

President Jiang Zemin made it clear that Beijing appreciated France's opposition to attempts to force a European consensus condemning China's attitude to

human rights at a United Nations conference in Geneva last month.

A Chinese foreign ministry spokesman said Mr Jiang had, during a long meeting with Mr Chirac, "expressed appreciation for France's wise decision on the issue of human rights".

China's praise for France's help in neutralising criticism of its human rights record set the stage for the signing of a number of commercial agreements yesterday.

These included:

- China's order for \$1.5bn worth of Airbus, including 10 A320s and 20 A321s.

- A framework involving China, Airbus Industrie, Alenia of Italy and Singapore Technologies to build a 100-seater aircraft in China.

- The purchase of five ATR-72 commuter turboprop aircraft with options for five more.

- A \$75m extension to a large cement works near Beijing in which Lafarge of France has a controlling interest.

- A \$37m agreement in which Rhône-Poulenc is to build a pesticide plant in Hangzhou, south of Shanghai.

China also announced it would permit Asa UAF, the giant French insurance company, to begin direct business in China. Asa becomes one of a small handful of foreign insurance companies allowed to engage in business in China.

Mr Chirac, whose visit will last until May 18, is due to sign a communiqué with Chinese leaders which will express joint Sino-French aspirations for the development of political and economic ties.

Beijing sees value in such joint statements of common purpose to counter what it regards as US attempts to dominate events. Beijing regards closer relations with Europe as a way of balancing its troublesome ties with Washington, which tend to fall prey to arguments concerning trade matters and human rights.

AFP reports from New Delhi: Air India will decide next month whether to give an order for 23 aircraft worth \$2bn to Airbus or Boeing. The choice will be made at a board meeting next month. Airbus is offering its A340s while the Americans have offered the Boeing-777.

Plea to WTO on property rules

By Mark Suzman in London

Property investments account for as much as 20 per cent of the \$350bn in annual global foreign direct investment flows, but are held back by complex and incompatible national property regulations.

According to a study published yesterday by the Economist Intelligence Unit, while the lack of data makes accurate measurement impossible, property transactions represent between 5-20 per cent of all foreign direct investment (FDI).

However it found that the wide diversity in property valuation techniques and standards, tenure rights and local regulations severely restricted new investment.

"A variety of property valuation methods exist, but there is obviously a growing necessity for a consistent international valuation methodology," the report said.

"Such a consistent international benchmark for property valuation is needed for accounting purposes by both direct and portfolio investors, as a performance measure and as a basic requirement for any property market."

The study called on the World Trade Organisation to ensure international guarantees of property rights and a transparent set of standards for property investments.

Mr Jeremy Bayliss, president of the Royal Institution of Chartered Surveyors, which commissioned the report, said it showed that property issues needed to be placed explicitly on the international trade agenda.

"This report highlights the need for those developing multilateral agreements on investment to take account of the property sector so that investors, particularly foreign direct investors, have a more stable and transparent regime in which to operate," he said.

The report found that in Europe, the share of property in inward FDI inflows fluctuated between 17 per cent in 1985 and 7 per cent in 1992.

Global Direct Investment and the Importance of Real Estate, Economist Intelligence Unit, 15 Regent St, London SW1Y 4LR

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FINANCIAL TIMES Financial Publishing

Brazil urges 'realism' in all-America trade talks

By Geoff Dyer in Belo Horizonte, Brazil

The Brazilian government said yesterday it was unrealistic to start talks on reducing tariffs for the whole of the Americas until the US government had won so-called "fast track" authority from Congress to negotiate a deal.

Mr Luiz Felipe Lampreia, Brazil's foreign minister, said "no sane country would negotiate twice" over tariff reductions. Unless it gives "fast track" approval, the US Congress has the power to amend any treaty the government signs.

Mr Lampreia was speaking during a meeting of trade ministers from 34 countries discussing the creation of a Free Trade Area for the Americas (FTAA) by the year 2005.

His words were echoed by Brazil's President Fernando Henrique Cardoso, who said on Wednesday night: "As

long as President Clinton does not have authorisation from Congress, the talks are imaginary."

The comments followed an acknowledgement by the White House that it will be difficult for Mr Clinton to get fast track approval from Congress this year.

"It would be preferable for the president to have 'fast track' authority by October," when he is due to visit South America, Mr Michael McCurry, White House spokesman, said. "But we will have to take into account what the congressional calendar is and see whether that is possible."

Mr William Daley, US commerce secretary, said there was no reason why negotiations could not start before "fast track" had been granted. "The Uruguay round of talks at Gatt went on for several years without 'fast track'," he declared.

The dispute came as US and Brazilian diplomats con-

tinued to disagree on the structure of future negotiations for the FTAA. The US, backed by Canada, wants to begin talks on reducing state tariffs after the heads of state summit in Chile next March.

"We want to craft measures, to make business easier to do, early in the game. We want to launch talks on all areas at Santiago next year," Mr Daley said.

However Brazil, speaking on behalf of the Mercosur trade grouping, wants to take a more gradual approach, starting with talks on non-tariff barriers, leaving talks on market access and tariffs to the year 2003.

Brazil, which made significant tariff reductions in the early 1990s, argues its economy is not ready for another shock. Brazilian diplomats say they want a clearer signal about US willingness to reduce tariffs on a number of agricultural products, including orange juice, before starting talks.

Fast-growing local market attracts western drugs factory

Searle builds Russian plant

By John Thornhill in Moscow

Searle, the US drugs group, will today launch the first pharmaceutical plant in Russia designed to match international quality standards.

The \$30m investment highlights how foreign pharmaceutical companies are warming to the fast-growing Russian market and are beginning to see the advantages of establishing a local manufacturing base to replace imported drugs.

Mr Richard De Schutter, Searle's chairman and chief executive, said there were great opportunities for western companies to expand in the Russian market because of the small scale of the domestic pharmaceutical manufacturing sector.

"In Soviet times, Russia farmed out most of its pharmaceutical production to Hungary, Czechoslovakia, and east Germany. Only about 40 per cent of the total

pharmaceutical needs were produced domestically," he said yesterday.

Searle, part of the Monsanto group, plans to manufacture a range of cardiovascular, gastro-intestinal, and anti-infective drugs at the 65,000 sq ft plant, due to open in 1999. The company has already won regulatory approval for 17 of its prescription drugs.

The plant, at Izvarino, 15km south-west of Moscow, will be developed in collaboration with a Russian partner, the All-Russian Centre for Molecular Diagnostics and Therapy, which is part of the Biopreparat organisation.

The project has blossomed with the encouragement of the Gore-Chernomyrdin commission, which identified the health sector as a fruitful area for investment. The commission was established in 1993 by Mr Al Gore, the US vice president, and Mr Victor Chernomyrdin, Russia's prime minister, to pro-

mote bilateral business ties.

Mr De Schutter said Searle had been selling drugs in Russia since 1988 but felt it was now time to establish a manufacturing presence to help develop the local market. Russia's ministry of health is likely to increase tariffs on imported drugs to encourage foreign pharmaceutical companies to invest in local manufacturing plants.

In future, Searle may also seek to take advantage of Russia's medical research and development skills by working on collaborative projects. "We have been extremely impressed by the calibre of scientific research in many areas, including radiation medicines and oncology," Mr De Schutter said.

"Russia is an absolutely unique market and that is one of the things that is so attractive for us. In a few years time it will be one of the top 10 pharmaceutical markets

in the world," he said.

● The Swedish construction group Skanska said yesterday its Finnish subsidiary Skanska Oy and its 50-50 British partner Taylor Woodrow won a \$251m order to build a commercial centre in St Petersburg.

"The new 150,000 square meter transportation and commercial centre is the first step towards the establishment of a new express railway service linking St Petersburg with Moscow," Skanska said.

"In addition to the terminal, the project includes a new three-star hotel, offices, residences and parking facilities."

"The companies, under order from Russia's High Speed Railway Shareholding Company, Financial Support is expected from Russia's Export Credit Guarantee Department."

Work on the project will begin as soon as the financial agreements are completed, Skanska said.

Thai baht recovers as Tokyo signals support

By Ted Bardacke in Bangkok

The Thai baht made a significant recovery yesterday, buoyed by soaring domestic interest rates and the prospect of an intervention by the Bank of Japan to support the embattled currency.

Traders who on Wednesday forced the Thai currency to its lowest level against the US dollar this decade said the respite was

only temporary as Thailand's slumping economy would be unable to survive sustained high interest rates.

The baht's stout performance yesterday was partly driven by the realisation that co-ordinated intervention by regional central banks to support the baht was now a real prospect.

Bank of Japan officials yesterday said they would consider a request, if one was officially

made, to intervene to support the baht in regional currency markets under an agreement signed last year. On Wednesday, the Monetary Authority of Singapore helped the Thai central bank intervene in foreign exchange markets.

Overnight offshore rates for the baht shot up to over 1,000 per cent as the Bank of Thailand asked local banks not to lend baht to foreign clients for much of the

day. As a result the baht strengthened to B25.40 to the US dollar, compared with Wednesday's close of B26.30.

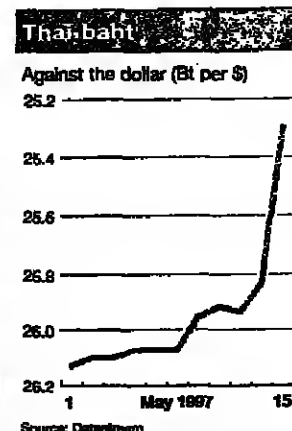
Gen Chavalit Yongchaiyudh, the prime minister, said that Mr Anandya Viravan would remain in his job as finance minister and that Mr Anandya and the Bank of Thailand would announce "additional measures to promote confidence in the Thai economy and financial institutions as well as

measures to increase its liquidity".

The central bank has shown it is ready to take the right intensity of measures and steps to curb speculation, even to the point of punishing local players and commercial transactions, said Mr Kobus Vandewach, regional head of treasury economics at Standard Chartered Bank in Singapore. "Speculators have to beware

because it could be a painful exercise."

But even those who got hurt yesterday say the battle over the baht between speculators and regional central banks is far from over, as evidenced by forward premiums for the baht continuing to soar and the fact that the baht closed outside the central bank's rigid trading band for the sixth day out of the last 10.



ASIA-PACIFIC NEWS DIGEST

Kim's son faces arrest in Korea

The son of Mr Kim Young-sam, the South Korean president, is expected to be arrested on corruption charges as early as today in a further blow to his father's beleaguered administration. Mr Kim Hyun-choi yesterday appeared before prosecutors to be questioned on allegations that he engaged in influence peddling for telecommunications and broadcasting licences issued by the government.

The junior Kim, who was regarded as one of the father's closest advisers, admitted accepting money from businessmen but denied this fund was bribes, according to prosecutors. Prosecutors believe the president's son amassed a slush fund of at least \$13.5m, which was managed by close associates through a complex web of bank accounts and stock investments. Opposition parties claim he also had access to unspent funds from his father's 1992 election campaign. *John Burton, Seoul*

Lee apology for Taiwan crime

Taiwan's president, Mr Lee Teng-hui, yesterday accepted responsibility for a perceived decline in the country's public security situation following a spate of gruesome killings as yet unsolved. In a rare press conference, Mr Lee said he felt saddened the crimes had sown public fears. "It is my duty to offer my apology to the public," he said. But he said Taiwan was still a relatively safe place to live. Mr Lee's remarks, coming a day after a partial cabinet reshuffle provoked by popular outcry, were meant to appease dissatisfaction with the government's handling of the murders. The premier, Mr Lien Chan, and his cabinet face fierce criticism over violent crimes that investigators have failed to crack, including the gangland-style execution of a county magistrate and seven colleagues, the murder of a prominent women's rights activist and the kidnap-murder of an actress's daughter. *Laura Tyson, Taipei*

Japanese bankruptcy record

The value of Japanese bankruptcies hit a record high of ¥2,165bn (\$18.2bn) in April, according to Teikoku Databank, a credit research agency, in the latest reminder of the continuing weakness of the country's smaller financial institutions.

Liabilities left by corporate failures rose by 533 per cent against the same month last year, largely because of a single spectacular collapse: the ¥1,187bn demise of Crown Leasing, an affiliate of the troubled long-term lender, Nippon Credit Bank. The number of corporate failures was unusually high at 1,378, nearly 19 per cent more than a year ago and the fourth monthly increase in a row. Teikoku Databank expects the corporate casualty rate to continue in coming months. *William Dawkins, Tokyo*

Tokyo considers cutting aid

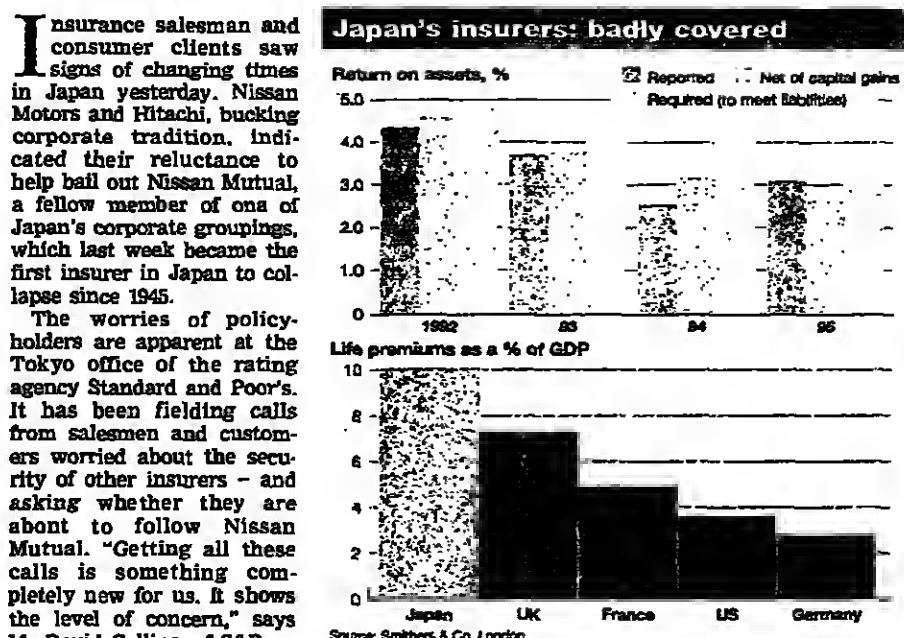
Japan, formerly the world's biggest aid donor, is considering further cuts in its official development assistance, Mr Yukihiko Ikeda, foreign minister, warned yesterday in one of the clearest official admissions yet of strains on the aid budget. "Due to budgetary difficulties, developmental assistance cannot be expected to grow by leaps and bounds," he told a conference on Asian regional development. The Japanese government is studying other types of assistance, such as improving access to the Japanese market for developing country imports.

Mr Ikeda's remarks represent a shift in policy on aid spending, formerly seen as immune from budget cuts because it is one of the few contributions by Japan to influence the developing world. In the year to last March, Japanese aid spending fell 35 per cent to \$9.6bn, the first fall in seven years. *William Dawkins, Tokyo*

Department store sales fall

Sales at Tokyo department stores plunged an annual 14.4 per cent to ¥166bn (\$1.4bn) in April, following the April 1 increase in sales tax from 3 to 5 per cent, the Japan Department Stores Association said yesterday. Retailers had been braced for the impact of the sales tax increase in April, which they expect will dampen sales and cut into earnings. *Gwen Robinson, Tokyo*

Japan's life insurers struggle for credibility



problems highlighted the poor health of the life insurance sector.

The concern also hints at a broader shift under way. Japan's ¥240,000bn pension sector has traditionally been shielded from market - and consumer - pressure. But Nissan Mutual's collapse suggests Japanese companies are starting to exercise a new form of customer

break with tradition. Previously Japanese companies had placed their pension money with trust banks or life insurance companies which were usually members of the same *keiretsu*, or corporate group.

But public and corporate pension fund managers realise that this pattern may not be yielding the best results. This is because:

■ Many pension funds are underfunded - meaning that companies need to make their pension money work much harder.

■ Financial deregulation has made it easier for companies to place their money in other companies. Company pension funds managers will soon be required to provide more accurate disclosure of their pension fund investment record - making it more difficult to disguise underperforming funds.

■ Third, and most important, life insurance companies have begun to look like bad investment vehicles. During the heady period of expansion in the 1980s, life insurance groups earned high returns on their own investments, and so offered policy holders guaranteed returns of 4.5 per cent or more. This was attractive compared with trust banks,

which had returns of about 5 per cent that were not guaranteed. With interest rates on a downward trend, life insurance groups could no longer afford these high payouts and faced a severe business squeeze. Last year they cut returns from 4.5 per cent to 2.5 per cent.

In spite of these pressures, companies continue to place most of their funds with traditional partners. But the proportion placed outside "partner groups", and life insurance companies in particular, is rising.

"We do not like this trend [of cancelled policies], but it is likely to continue," said an official of the Life Insurance Industry of Japan.

In the 1996 fiscal year, for example, the government's Pension Welfare Service group cut the money it placed in fixed accounts of life insurance companies by 9 per cent. In fiscal 1996 this trend gathered pace. Industry observers say the life insurance industry probably lost about ¥7,000bn worth of funds.

Some of this money may have moved to trust banks. However, a large proportion appears to have also gone to a third player - investment advisers, who are a rela-

tively new arrival on Tokyo's pension scene. The question is what will happen this year. Pension fund managers are deciding where to allocate their 1997 financial year portfolios and if they continue to withdraw funds from the life insurance sector they could create further pressures.

Life insurance groups are battling uphill to stop this trend. That will depend on the ministry of finance persuading the public and companies that life insurers are now safe. However, revelations that the ministry knew of Nissan Mutual's problems a year before its closure has provoked fierce criticism. Ministry officials insist Nissan Mutual's losses were an isolated case, but analysts believe at least three other insurers may be at risk.

Meanwhile, there is still no clear solution on Nissan Mutual. Although a ¥200bn industry policy-protection fund exists, it may not be enough to meet all liabilities. The ministry is trying to persuade stronger life groups and companies to help bail out Nissan Mutual. But their reluctance hints that some sectors of corporate Japan may be changing their ways.

Gillian Tett

Tung tones down curbs on protests and party funding

By John Riddling in Hong Kong

Hong Kong's future government yesterday softened its controversial proposals to tighten controls over demonstrations and political parties after the territory returns to Chinese sovereignty on July 1. But the amendments failed to satisfy critics from the pro-democracy camp, who described the changes as technical and insufficient to ensure the protection of civil liberties. Mr Chris Patten, governor of Hong Kong, said the future administration had still not made a case for changing existing laws.

Planned changes to laws on demonstrations and political organisations have emerged as a serious test for Mr Tung Chee-hwa, the territory's post-colonial leader. He says new laws are needed to avoid a legal vacuum after China's National People's Congress struck down laws introduced by the Hong Kong administration. But his initial proposals drew strong criticism from a broad range of political parties and from outside the territory.

Unsettling modified proposals, Mr Michael Suen, secretary for policy co-ordination in the incoming administration, said that public concerns expressed during a three-week consultation period had been

China will invite representatives from Taiwan to ceremonies marking Hong Kong's return to Chinese sovereignty, Mr Shen Guofang, Beijing's foreign ministry spokesman, said yesterday, John Riddling reports.

However, Taiwanese attending the ceremony will have to approve of Hong Kong's return and accept Taiwan is part of China. "We will invite Taiwan people, but they must conform to the principle of 'one China'." China views Hong Kong's return as a stepping stone to reunification with Taiwan. The "one country, two systems" formula which underpins Hong Kong's return was originally developed with Taiwan in mind.

addressed. He said that the new proposals would be submitted this weekend to the provisional legislature, which replaces the existing Legislative Council in July. Backing from the pro-business Liberal party, which had criticised the original proposals, suggests the process will be relatively smooth.

Chief among the amendments, said Mr Suen, was that police would be given the discretion to allow demonstrations on short notice. The draft proposals required that demonstrators sub-

mit applications seven days before the event or two days before in exceptional circumstances. He said a proposed ban on the funding of political parties from overseas had also been relaxed to allow donations from individuals.

Under the new laws, demonstrations can still be banned if they are deemed to threaten national security. These grounds will be spelled out in guidelines to be issued to the police commissioner. But Mr Suen signalled they would include demonstrations in favour of independence for Taiwan and Tibet.

Officials in Mr Tung's office claimed the arrangements for demonstrations would not differ significantly from the existing regulations, which simply require notification. They said that civil liberties would not be undermined by the new laws, but that they reflected Mr Tung's desire to secure a "proper balance" between civil liberties and social order.

However, the Democratic party said the principle that permission would be required for demonstrations remained intact and unacceptable. Mr Albert Ho, a party legislator, also warned that Hong Kong's promised autonomy after the handover would be undermined by the decision to allow political funding from China.

China lifts limit on new equity issues

By James Harding in Shanghai

China yesterday set a quota of ¥1,300bn (\$3.6bn) for new equity issues in 1997, doubling last year's limit for offerings in a show of government commitment to building up the domestic stock markets.

The announcement came in a turbulent week on China's young stock exchanges, as speculation has mounted that Beijing is set to crack down on the volatile bourses in Shanghai and Shenzhen.

The 1997 new listings will focus on the energy, transport, telecommunications and high technology sectors, according to the plan drawn up by the Securities Commission and the State Planning Commission. The 1997 quota compares with the ¥1,150bn quota set for 1996.

The statement, issued by the official Xinhua news agency, was welcomed by dealers in Shanghai as further evidence of China's determination to expand the number of shareholding companies, offering investors greater liquidity and a more representative exposure to the Chinese economy.

However, the markets yesterday were more consumed by rumours of impending central government measures to curb speculative trading and widespread talk of a

reshuffle at the top of China's regulatory authority.

Authorities in Beijing are understood to be considering banning a handful of domestic brokerages, including Shenyin and Wanguo Securities, China's largest securities company, from trading on their own accounts.

Dealers on the Shanghai bourse say the move may come in response to an investigation into trading irregularities, as well as being a signal of Beijing's displeasure at what it has repeatedly said is an overheated market.

China's stock market indices have risen by more than 50 per cent so far this year, in spite of warnings in China's official media that the soaring market is not warranted by the fundamentals.

Last year, an editorial in the People's Daily, the mouthpiece of the Communist party, sent the market crashing, but this year confident investors have shrugged off the government's bid to cool the market.

Shanghai's trading community is increasingly convinced that Mr Zhong Daqiong, chairman of the China Securities Regulatory Commission, is expected to step down soon, in a sign of Beijing's frustration at the regulator's inability to temper the market.



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US tobacco giants seek immunity

By Richard Tomkins
in New York

Philip Morris and RJR Nabisco, the two biggest US tobacco companies, have confirmed for the first time that they are holding peace talks with anti-tobacco lawyers about a multi-billion dollar deal to end the legal threats facing the industry.

In filings with the Securities and Exchange Commission, both companies say they are meeting state attorneys-general, plaintiffs' lawyers and others to explore the potential for new laws that would resolve the threat of anti-tobacco lawsuits.

Philip Morris's filing says: "A resolution of the type being discussed would require the industry to make an up-front payment of several billions of dollars and payments of additional billions of dollars annually. In addition to the monetary payments, major changes in the marketing and regulation of tobacco would in all likelihood be part of the resolution."

Last month it emerged that the tobacco companies were talking to anti-tobacco lawyers about a deal under which they would accept tougher regulation and financial penalties totalling up to \$300bn over 25 years in return for a degree of immunity from litigation.

The tobacco industry, however, had resolutely refused to confirm the talks

existed. The leaks came from the anti-tobacco lobby, raising doubts as to how far the tobacco industry was committed to the negotiations.

Yesterday Mr Martin Feldman, an analyst at Smith Barney, a Wall Street brokerage, said: "In our opinion, the inclusion of these comments in the [SEC filings] illustrates the determination of both companies to reach a compromise."

Public health advocates are particularly concerned that the negotiations could end in a mutually beneficial settlement between the tobacco industry and the lawyers, doing little to discourage young people from taking up smoking. They also resent the idea that the tobacco industry should gain immunity from lawsuits.

If an agreement were reached, Wall Street analysts say the tobacco companies could easily offset the cost by putting about 50 cents on the price of a pack of cigarettes in the US, which at present are the cheapest in the developed world.

However, Philip Morris's filing warns that if a settlement is reached, "the financial position of the company would be materially adversely affected in the year of implementation, and the volume, operating revenues and/or operating income of the company would be materially adversely affected in future years."

Former dictator General Hugo Banzer leads polls for June 1 election

Tired Bolivians turn to familiar faces

After four years of far-reaching change, pushed through at breakneck speed by the reformist government of President Gonzalo Sánchez de Lozada, Bolivians appear intent on electing a less radical leader in next month's general election.

Mr Sánchez de Lozada is prevented by the constitution from standing for a second consecutive term and as Mr Carlos Toranzo, a political analyst, puts it: "People are tired of rapid change and confrontation - and of politicians. What they want is a period of consolidation."

With few ideological issues at stake - most candidates accept the reforms were necessary and are simply promising to fine-tune them - many Bolivians are leaning towards figures they know.

Well in the lead in latest opinion surveys - though he has lost a point or two in recent days - is the ageing General Hugo Banzer, one-time dictator and leader of the Acción Democrática Nacionalista (ADN).

The June 1 election is the septuagenarian general's fourth, and probably last chance, to win the presidency legitimately.

With the multiple abuses and authoritarianism of his regime now largely forgotten, one Bolivian in the street remembers him as "the man who created jobs, law and order."

A few refuse to let painful memories die. This week, the national electoral college ordered a controversial advertisement withdrawn. Put out by the relatives of the "disappeared" two



General Banzer (left) and Jaime Paz Zamora: on the presidential trail yet again

decades ago, it attacked Gen Banzer for atrocities committed during his seven-year de facto government of 1970-77.

To counteract his age, ADN has selected as his running-mate the boyish figure of US-educated Mr Jorge (Tuto) Quiroga, articulate, charismatic, with an impressive string of academic credentials. Mr Quiroga is the one who faces the television cameras with aplomb to quote poverty and unemployment statistics. The general prefers old-style campaigning in the Bolivian backwoods.

Way behind the grandfathers and grandsons act come a clutch of candidates each with roughly similar degrees of popular support.

Revolucionario (MIR) leader Mr Jaime Paz Zamora, like the General, is a former president. Though his candidacy was the result of horse-trading and compromise Mr Paz Zamora enters the fray with a problem: he has been denied a US visa, because of alleged connections to the illegal drugs trade. With a sector of the Bolivian public, however, this can be turned to advantage: the compatriot unjustly persecuted by dominating "gringos". Xenophobia seems central to his campaign message: he told Bolivian businessmen this month that they had become mere "sub-contractors" for foreign investor interests.

Most picturesque of the principal contenders is known affectionately as

"Comandante Remedios", the daughter of a humble railway worker who wears the traditional dress of the Bolivian peasant woman: many petticoated skirts and a jaunty tilted bowler hat.

Ms Remedios Loza has stepped into the shoes of populist Mr Carlos Palenque who died of a heart attack earlier this year to lead his maverick Conciencia de Partida (Condepa) party with vague offers of "a new development model".

By contrast, the other candidates are a colourless bunch. Mr Juan Carlos Durán of the ruling Movimiento Nacionalista Revolucionario (MNR), an old-style party boss, is not the candidate President Sánchez de Lozada originally wanted.

He is battling against the deep-rooted popular distrust of MNR, generated by sweeping reforms damaging to vested interests and disconcerting to many. Other more dramatic incidents - the Christmas "massacre" by the authorities of miners occupying a pit at Amayapampa and a recent phone-tapping scandal - make his task still more daunting.

One thing is clear: no candidate will gain the 50 per cent of the popular vote needed for outright victory. Intriguingly, Bolivia's often unreliable polls - and popular perceptions - indicate that Mr Ivo Kujalski of the Unidad Cívica de Solidaridad (UCS) party has a chance of snatching second place to General Banzer.

Like brewery magnate Mr Max Fernández, the now-dead founder of the UCS, Mr Kujalski is a self-made millionaire businessman. Son of a Croatian immigrant, he comes from the dynamic eastern city of Santa Cruz and preaches honesty, efficiency and promotion of Bolivia's huge agro-export potential. Were he to come within a few points of the General, he might succeed in rallying enough post-electoral support in congress to emerge as president.

An energetic 43 year-old, Mr Kujalski has considerable appeal to Bolivia's big youth vote. With the voting age recently cut from 21 to 18, and a predominantly young population, up to 80 per cent of those who go to the polling booths this year will be first-time voters. Many are apathetic, disgusted with "traditional" politicians and seeking an alternative.

President Sánchez de Lozada's ruling MNR party - which may fare considerably better than current polls indicate, especially in rural areas - would probably support Mr Kujalski. A post-electoral "bidding war" could then ensue for the votes of Condepa to determine which of the first top two candidates will take Bolivia into the 21st century.

The outgoing president is then widely expected to return triumphant in 2003 (the presidential term has been extended from four to five years), once the impact of his avalanche of reforms has been fully digested.

Sally Bowen

Mexican finances boosted by oil earnings

By Daniel Dombey
in Mexico City

The Mexican government yesterday attempted to show that the nation's public finances are in much better shape than in previous electoral years by releasing figures which officials said showed that the country was continuing its rapid recovery from the devastating recession of 1995.

A surge in oil earnings, helped by increased production and higher worldwide prices, and a jump in tax revenues, helped push the country's primary budget surplus for the first quarter to 34.7bn pesos (\$4.3bn), 1.2 per cent of gross domestic product on an annualised basis. The surplus was about 5 per cent up on last year's level.

At the same time, Mexico's debt burden decreased, thanks to the country's assiduous refinancing programme and favourable international conditions.

Net external debt of \$66.3bn at the end of March was \$3.5bn less than at the end of last year and represented 22.9 per cent of GDP, compared with 32.4 per cent at the end of 1995.

Total net public debt fell from 38.5 per cent of GDP at the end of 1995 to 28.7 per cent of GDP at the end of March.

The health of Mexico's public finances is of particular interest because of national congressional elections due to be held on July 6. In the past, spending has swollen in the run-up to elections, pushing the budget out of balance, and dependence on short-term foreign debt has greatly increased.

In 1994, a year of presidential elections, both factors applied and are thought to have contributed to the peso's disastrous fall that year.

However, the government promises that this year's budget deficit will be, as forecast, only 0.5 per cent of GDP.

Moreover, at present only 5 per cent of foreign debt is short term, as opposed to 31 per cent in December 1994.

Throughout the last year and a half, the peso has held steady at about 7.9 to the dollar.

This was in spite of an inflation rate that has run considerably ahead of price increases in the US.

AMERICAN NEWS DIGEST

US production flat in April

Production by US mines, factories and utilities was flat in April for the first time since last summer as strikes and related plant shut-downs slowed vehicle output, the Federal Reserve said yesterday.

Industrial production was unchanged last month after climbing a smaller-than-estimated 0.6 per cent in March, the Fed said. It was the weakest showing for the industrial sector since last July, when output also was flat.

The performance of the industrial sector, which has been operating vigorously for several months, was weaker than the 0.2 per cent rise that Wall Street economists had expected.

Consumer prices advanced modestly last month, the Labour Department said yesterday, offering more proof that inflation remains largely in check. The consumer price index rose 0.1 per cent last month, matching the 0.1 per cent rise in March.

Excluding the volatile food and energy sector, the core rate of inflation advanced 0.3 per cent after rising by 0.2 per cent in March. Wall Street had predicted the overall index would rise by 0.1 per cent, but economists had expected the core rate to climb by just 0.2 per cent.

Reuter, Washington

Big US troop cuts sought

The US administration yesterday briefed Congressional leaders on a wide-ranging defence review that calls for scores of bases and tens of thousands of personnel to be axed but that is viewed as too cautious by many military analysts.

Mr William Cohen, defence secretary, gave House of Representatives and Senate leaders the unwelcome message that they must share the responsibility for closing redundant military installations and switching funds from personnel to arms procurement.

While the Quadrennial Defence Review will not be made public until Monday, it is expected to call for the closure of about 50 bases and the elimination of up to 60,000 servicemen, 70,000 reservists and 80,000 civilian defence workers.

Latest reports suggest procurement spending may rise by only \$10bn a year, but that will still require a shift of priorities within a defence budget expected to remain constant at roughly \$290bn a year under the newly struck bipartisan agreement to balance the budget within five years.

Bruce Clark, Washington

Peru-Ecuador flare-up

A border incident on the long-disputed Peru-Ecuador frontier has raised tensions at meetings between diplomats in Brasilia to resolve impasses to a lasting peace between the two countries.

Seven captured Ecuadorian soldiers were yesterday handed over by the Peruvian military observers after they had allegedly been captured 6km inside Peruvian territory on Tuesday sowing 600 anti-personnel mines.

The Ecuadorian defence ministry insists that the soldiers had been on routine patrol.

Sporadic border conflicts in the dense jungle area of the Cordillera del Condor between Peru and Ecuador erupted in January 1995 into full-scale fighting which lasted a month.

Although war was never formally declared, several dozen soldiers were killed on each side and at least nine aircraft shot down.

Sally Bowen, Lima

Guatemala sell-off starts

The Guatemalan government has put on offer two generating plants and a power purchase deal in the first stage of its electricity privatisation. The package comprises two thermo-electric plants totalling 1500mw, an 18-year prior purchase agreement with the main state-owned distributor.

The list of companies seeking to qualify for the bidding totals 13 and is dominated by US names including Constellation Power, Exxon and AES America. The ultimate aim is to sell off the 92 per cent state-owned Guatemala Electricity Company, EREGSA. It generates 72 per cent of all electricity in Guatemala within the country's highly centralized industrial zone. But it is deep in debt.

Johanna Tuckman, Guatemala City



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Zaire rebel army closes on Kinshasa

By Michela Wrong in Kinshasa

Swift strides made by Mr Laurent Kabila's fighters in their march on Kinshasa risked overtaking mediation efforts yesterday as South African President Nelson Mandela struggled to salvage Zaire's tottering peace efforts.

Officials said Mr Mandela was hoping to get both President Mobutu Sese Seko and Mr Kabila, who was en route for Cape Town, to ratify a two-page South African proposal detailing a peaceful transition of power.

But Mr Kabila's failure to turn up for Wednesday's warship summit suggests the rebel leader prefers a military solution to running the risk of becoming embroiled in negotiations that could give Mr Mobutu's political entourage a new lease of life.

A force of several thousand rebels was yesterday reported to be approaching Nsele, site of a dilapidated park on the outskirts of Kinshasa.

The international airport of Ndjili lies on the same road and military analysts said that with the Unita fighters who put up most resistance having fled back to Angola, the rebels would probably focus on capturing the airport so that they can ferry reinforcements up from the south.

Anticipating the move, the government sent a dozen tanks to the Ndjili area on Wednesday night. But the defence of Kinshasa was being undermined by internal problems, with security forces closing off the river-side port after batches of deserting soldiers began arriving by barge.

While Zaireans warn darkly of an approaching bloodbath, western analysts believe many government soldiers will simply shed their uniforms and blend into the civilian population when the rebels arrive.

But Mr Mobutu's return from the abortive meeting in Pointe Noire, Congo, does not bode well for a peaceful takeover.

"If he had not come back, he would have freed the presidential guard from their oath of loyalty. By returning he has made it much harder for them to surrender. They are the ones we have to worry about," said a diplomat.

Zairean rebels' efforts to put a freeze on President Mobutu's assets gathered pace yesterday as Switzerland studied the legitimacy of a request to seize his fortune and the rebels extended their demand to other countries, Renter adds from Geneva.

The rebels asked the US, France and Belgium to freeze Mobutu's assets.

Pretoria tests its diplomatic credentials

Is Mandela's moral stature enough to pull off peace in Zaire, asks Roger Matthews

The Zaire conflict is likely to prove South Africa's coming of age. If it is resolved peacefully, South Africa may justly claim a large part of the credit. But if mediation efforts fail, it could prompt a profound reassessment of Pretoria's role, both at home and internationally.

Whatever the outcome, Zaire's crisis will provide the best opportunity yet to assess what balance might be struck between the high western hopes for President Nelson Mandela's government in resolving Africa's crises, and the more modest expectations of Pretoria.

The disparity between the two approaches was obvious from the day Mr Mandela took office in May 1994, as was the government's inevitable lack of international experience.

Mr Mandela's foreign policy has been guided by three principles. First, loyalty and gratitude to those who assisted the African National Congress in the decades-long fight against apartheid. Second, an acute sensitivity to accusations that the ANC government might be emulating the aggressive and patronising behaviour of its National party predecessor.

And third, a belief that what South Africa achieved domestically in bridging once irreconcilable differences could be repeated on the international stage.

All three approaches have at times caused confusion among its western allies, and sometimes anger. The US, in particular, has been dismayed at South Africa's continued attachment to so-called pariah states, such



Empty mission: Mandela is greeted by Congo's President Pascal Lissouba on Wednesday but Laurent Kabila failed to show

as Cuba, Syria, Libya and Iran. Taiwan, which believed Pretoria's protestations of friendship, was shocked to be abandoned when China made absolutely clear that South Africa had to make a choice. And today the European Union is still frustrated by what it sees as South Africa's unrealistically idealistic stance on what can be achieved in trade negotiations.

In part that was precisely because of South Africa's insistence that whatever deal it struck with the EU could not be taken in isolation from the more vulnerable economies of the 12-member Southern African Development Community. The inter-dependence of those states is as much a South African theme as the

frequent references by Mr Mandela, and Mr Thabo Mbeki, his deputy, to an imminent African renaissance.

For that dream to begin to be realised there was no escape from the crisis swirling around President Mobutu Sese Seko. A peaceful Zaire which began to realise its economic potential would be an important building block, but continued civil war would create a further widening blot on the African landscape.

South Africa did not, therefore, need any pushing to become involved. But just as the Outeniqua, the South African navy vessel on which peace talks were held, does not carry any offensive weapons, so Mr Mandela and his associates rely on diplo-

matic guile and moral authority.

Mr Greg Mills, director of the South African Institute of International Affairs, believes this has already set new standards in African diplomacy. "South Africa has at last shed its apologetic stance towards the sub-continent in favour of a more assertive, pro-active role," he says.

Only South Africa, among African states, could have provided the logistics for the peace talks, says Mr Mills, while only Mr Mandela had the stature to bring both President Mobutu and Mr Laurent Kabila, the rebel leader, to the same table. "It has now dawned on South Africa's leaders that if their nation is to assume the status of an African power they

will have to engage with the continent's problems."

But how effective the engagement has been is still open to debate. Critics of South African diplomacy argue that it has sometimes been poorly co-ordinated, overly optimistic, and occasionally naive. "It is absurd when dealing with men like Mobutu and Kabila to take anything on trust. Trying for a consensual approach is not realistic," said one diplomat. "The South Africans are susceptible to self-interest, especially when they desperately want to show a diplomatic success."

According to some observers, this was seen during South African briefings on board the Outeniqua. Officials suggested a breakthrough in negotiations was

imminent, when the two sides had in fact made virtually no progress. It caused Mr Mbeki to say he had firm assurances from Mr Kabila that his troops had stopped advancing, when reports from the ground revealed them to be still moving towards Kinshasa.

Suggestions of faulty communications between Mr Mandela, Mr Mbeki and the foreign ministry, have also surfaced. But against that it can be argued that the Mandela-Mbeki partnership combines unrivalled moral authority with a strong intellectual grasp of the domestic intricacies of African nations.

The crisis in Zaire has also helpfully raised Mr Mbeki's international status as he prepares to take over the leadership of the ANC from Mr Mandela at the end of the year. But it has been at the cost of some criticism at home. Some editors have been quick to complain that, important though it is to bring peace to Zaire, South Africa's own pressing problems cannot be effectively addressed while its two most important leaders are preoccupied by events to the north.

What the Zaire crisis may finally bring home to a wider group of South Africans is that their own future, and that of the continent beyond, cannot be divorced. The snag for Pretoria is there is probably no halfway house. Too much success in Zaire could elevate South Africa in the minds of others to arbiter of the continent. Too little, and it will suffer the backlash, along with all its neighbours.

Greenpeace push to stop new oil searches

By Leyla Boulton, Environment Correspondent

Greenpeace plans an international crusade to stop all new oil exploration, in order to fight global warming, says Mr Thilo Bode, the environmental pressure group's director.

But Mr Bode, who has sought in the past two years to modernise Greenpeace, is as keen to produce alternatives to environmental problems as to blow the whistle on them.

Because the new campaign's goal of phasing out fossil fuels could take "up to 40 years", Mr Bode says Greenpeace must focus on promoting more efficient use of existing fossil fuel supplies while enhancing the attractiveness of renewables such as solar power. This poses a long-term problem for oil companies such as Shell, which on Wednesday rejected a demand to withdraw from a lobby group hostile to rapid action to fight global warming.

"The end-game of the fossil fuel industry has begun and the solar era is beginning," Mr Bode, 50, said in an interview in London this week.

"The oil company which realises that first will have a



Thilo Bode: moderniser

competitive advantage."

Shell agreed that renewables could play an important role in meeting energy needs by the middle of the next century, but admitted it was spending just \$8m a year on researching solar energy and biomass against \$43m on oil.

The fossil fuel phaseout Greenpeace is seeking goes much further than anything suggested by members of the Intergovernmental Panel on Climate Change (IPCC), the group of scientists charged by governments to research global warming.

Even IPCC scientists say Greenpeace has a point in querying the need to develop new oil and gas fields when existing levels of fossil fuel consumption are thought to be causing climate change.

And Mr Bode, who in his previous job as head of Greenpeace Germany helped spark protests which forced Shell to drop plans to dump the Brent Spar oil platform at sea, remains committed to direct action.

Greenpeace International, based in Amsterdam, will supply the protest ships for the "actions" planned by its national branches, such as Greenpeace UK, against new offshore exploration projects.

But Mr Bode really comes alive when discussing Greenpeace "solutions" to problems - such as its \$1m conversion of a Renault Twingo into the Smile, a passenger car which consumes half as much petrol as the original. "This is perfect," he says. "Even if the Smile does not go into mass production, demonstrating alternatives are possible is the most intelligent way of confronting the car industry."

Mr Bode also plans a new kind of operation for the office Greenpeace is trying to open in Beijing. "The campaign will be... to provide industry there with environmental information and new technology. We will tell the Chinese western companies are selling them dinosaur-era technology and ask them why they are buying such rubbish."

Sahara compromise rejected by Morocco

By Roula Khalaf in Rabat

Mr Driss Basri, Morocco's interior minister, has dismissed any discussion of limited autonomy for the Western Sahara as a compromise solution to the decades-old territorial dispute.

His tough line is bound to disappoint Mr James Baker, the former US secretary of state and now United Nations special envoy for the Western Sahara, who is due to make his second visit to the region next month.

Mr Baker is expected to bring a proposal to jumpstart stalled UN plans to hold a referendum on the future of the former Spanish colony. But many analysts believe that the identification process for the referendum can only be resumed if Morocco, which claims the territory, and the Polisario Front, which has been fighting for independence, agree an acceptable outcome.

Mr Basri said there would be "neither an extended, nor a medium nor a small autonomy" for the Western Sahara. "There are no negotiations on autonomy, the

referendum is about integration or independence. If they vote for independence, they will have it, if not they will be integrated into Morocco."

Issues of autonomy, said Mr Basri, are an internal matter and could only be decided by Morocco rather than be subject to negotiations with any other party. The UN's job, he said, is to find ways to overcome the obstacles of the referendum.

The central dispute over the referendum focuses on accusations that Morocco has padded the list of people to be identified by the UN as potential voters in the referendum. Morocco says the extra 100,000 people come from Sahrawi families kicked out under Spanish rule.

The problem of the lists, however, has heightened the suspicion that neither Morocco nor the Polisario are willing to hold a referendum which they risk losing. This is why analysts have suggested that the two parties must agree on an acceptable outcome before the referendum is held.

The Western Sahara issue

has been a source of unity in Morocco, with all political parties firmly standing behind King Hassan II. Momentum to solve the dispute has come at a time when the monarchy and the opposition are enjoying an unprecedented period of political détente.

Morocco is preparing for a series of elections starting in municipalities next month which are meant to mark an important step in the transition towards a more democratic system. Mr Basri, who had been cited by the opposition - the nationalist Istiqlal and the left-leaning Union des Forces Socialistes Populaires - as the reason for rejecting the King's offer to join the government, has instead been the parties' main interlocutor in negotiations over the conduct of elections.

The two sides have already signed a "gentlemen's agreement," in which Mr Basri committed the government to transparency in the elections while the parties agreed not to make a big fuss if the rigging is confined to a few specific cases.



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THE BRE-X SCANDAL

From the jungle, a golden fleece

Pure gold was hidden in the quartz, they said. Twos proved by dreams and signs, and rods dipping. By chemie tests, and spirits of the dead. In fact by everything - except mining. "The Mining Town" 1873

Late on a Saturday night, the Borneo Bar in Balikpapan shows all the excesses of a gold rush. A man from Kentucky stands at the bar in a bowler hat. On stage an all-girl band unconvincedly apes the Spice Girls. Miners, helicopter pilots, geologists and shippers from all over the world slug bottled Anker beer and talk to prostitutes.

The talk these days is all about Bre-X Minerals. Whispered conversations tell how the tiny Canadian company came to Busang in the Indonesian jungle and perpetrated the biggest gold mining fraud in history. Contradictory conspiracy theories are exchanged.

It is a story worthy of Joseph Conrad - a hoax that involved the faking of mineral samples on an industrial scale, took in some of the biggest names in international mining and finance, and in the process robbed investors of billions of dollars.

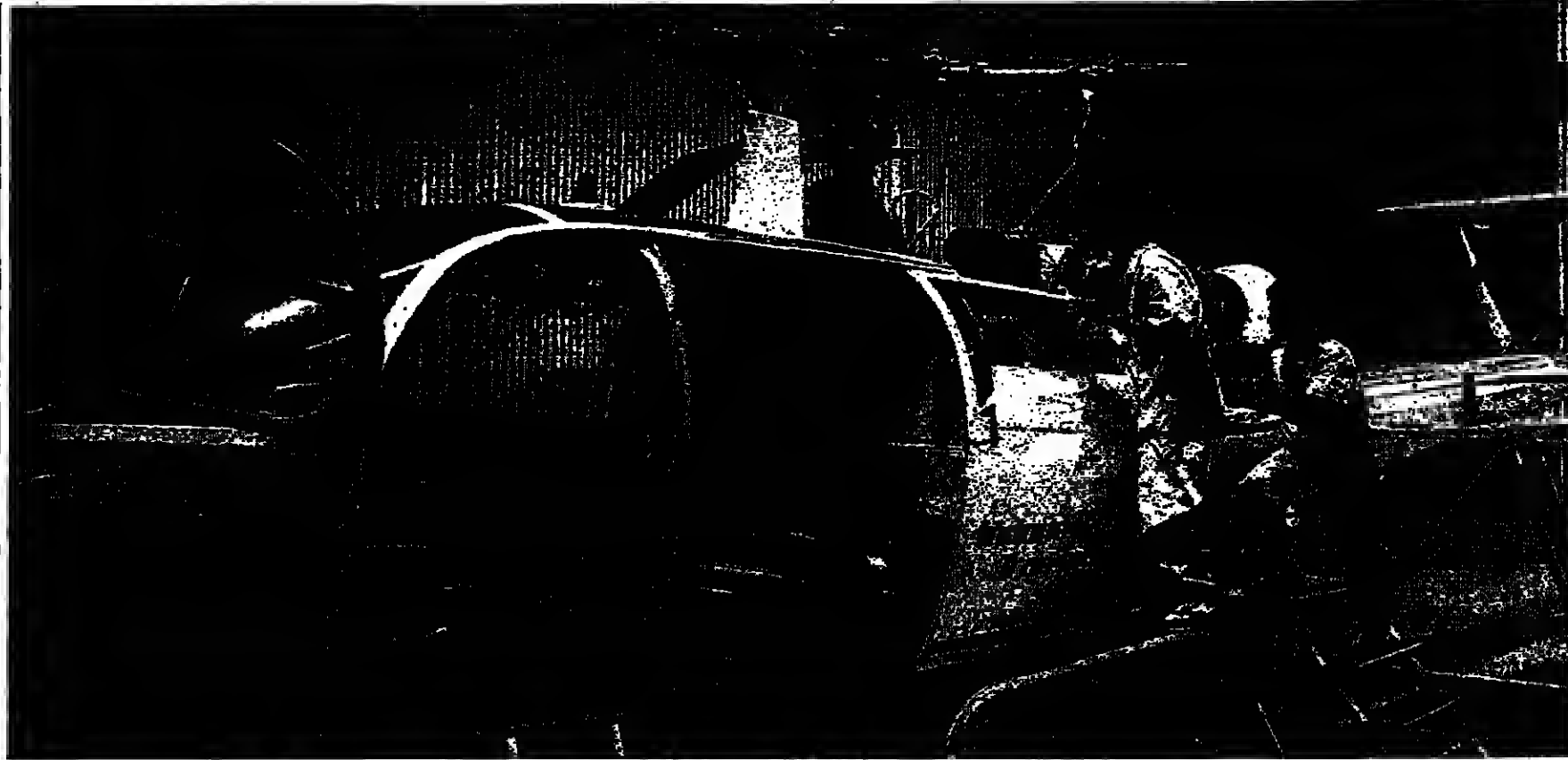
The characters are stranger than fiction: a small-time Canadian stock promoter who built a fortune on what he claimed was the biggest gold discovery of the century; a boastful and stubborn Dutch-born geologist now in seclusion in the Cayman Islands; and an ambitious Filipino explorer, now believed dead.

How could an obscure company run by men with few achievements sell the world mining industry on a several billion dollar project in a patch of Indonesian rain forest, using claims now exposed as entirely bogus? And how was belief in the project sustained through two whole years and an unusually extensive series of tests?

Part of the answer was provided last week, when an independent Canadian consultancy hired by Bre-X delivered its report on Busang. At the height of Bre-X fever, the mine had been touted by John Felderhof, the company geologist, as holding up to 200m ounces of gold. The audit by Strathcona Minerals Services, found it contained "insignificant" amounts of the metal. Previous claims, Strathcona said, had been based on "tampering and falsification without precedent in the history of mining anywhere in the world", undertaken at a secret laboratory in or near the Borneo town of Samarinda.

The story begins in 1993, when David Walsh, a Canadian former stock promoter, persuaded friends to invest \$200,000 in a project to prospect for gold at Busang. Walsh, now 51, already had a history of failed attempts to exploit natural resources. In the 1980s, he had set up Drexel Resources, named after his sons Brett and Sean, to look for oil and gas. But by 1993, he had nothing to show, and he and his wife had filed for bankruptcy with almost \$360,000 in credit card debt. His attentions had switched to mining in Indonesia.

Beer-bellied and casually dressed, he did not cut an impressive figure. "Everyone commented that Walsh should get a haircut," one mining analyst recalls. "He didn't come across as the type of guy they'd want to support, just by his presence. I got the feeling these guys conducted a lot of business in a bar."



"I heard the sound of wind rushing in... I looked back and the engineer said: 'Mike is not there. He's gone.'" The helicopter from which de Guzman fell. Photograph: Jonathan Head

In the bars of Borneo and Toronto's financial circles all talk is of Bre-X. How did the biggest mining fraud in history happen? How did the company's value surge from C\$45m to C\$6.8bn? FT reporters gather the evidence

Walsh was introduced to Busang by Felderhof, a Dutch-born Canadian geologist. An old Asian mining hand, Felderhof had played a key role in the discovery of the famous Ok Tedi mine in Papua New Guinea. Now he was promoting Busang as a consultant to a venture called PT Westralian Atan Minerals. Bre-X bought its stake, about the time that Felderhof signed on with Walsh as his lieutenant in Indonesia.

Felderhof drew industry plaudits for his role in discovering the "huge deposit" at Busang. As recently as March of this year, Canada's Prospectors and Developers Association named him prospector of the year. Some who knew him took a less favourable view. One western mining consultant describes Felderhof as "not the sort of person I would want to be on a desert island with".

The story's third central figure, and by far its most enigmatic, was Michael de Guzman, an intrepid young Filipino geologist. Educated at Manila's Adamson University, de Guzman believed he had pioneered a new theory of gold deposits occurring between fault lines. At Benguet, the Philippine mining group where he worked for 10 years from 1976, he tried to present these ideas to senior colleagues, but was rebuffed as an upstart.

In 1986, he moved to Indonesia, where he gained a reputation as an explorer prepared to suffer for his work, hacking through remote jungle, sleeping rough, and contracting malaria 14 times.

De Guzman had at least three, and maybe five, wives. Although polygamy is not unusual among mining men spending lonely months in harsh terrain, he took it to extremes. "Maybe he was a little bit lonelier than the other guys," says a former colleague. He was sacked from a previous job for stealing company property including a fridge and a video recorder to give to a "contract wife".

De Guzman, who worked with Felderhof before Busang, "looked up to John as something of a father figure," says his brother JoJo de Guzman. But he found his main friends among the Filipino geologists and mining engineers working in Kalimantan, described by one western consultant as "a very close-knit community, forever covering for each other". The

Filipinos were known, quaintly, as Mike and his Mighty Ducks. De Guzman shared with his mentor Felderhof, the propensity to gild the lily. Michael Everett of Jakarta-based mining consultancy Snowden Indonesia, recalls a study he wrote on a prospect in Java. "The report was overly bullish about the prospect," he says. "Conclusions drawn from the evidence went beyond what a sensible person would conclude."

At Busang, de Guzman, Felderhof and Walsh had reason for high hopes. The site is on the edge of a large tectonic plate - known as the Kalimantan Suture - which hosts known gold deposits, such as Mt Muro. Some believe the region contains an "arc of gold". Other geologists argue that had Busang's claim been correct, there would have been other sizeable finds close by. The only other gold mine in east Kalimantan is several hundred kilometres from Busang.

But it was a good time for Bre-X to start promoting Busang to larger mining concerns as an exciting prospect. Canadian exploration companies were on a roll. Dia Met discovered diamonds in Canada's Northwest Territories. There were lucky strikes of nickel in Canada and gold in Peru.

Busang appeared to be in a similar league. For big North American mining groups, like Barrick Gold and Placer Dome, it seemed a prize worth fighting tooth and claw to win. Companies like Bre-X were not unusual in North America. The Vancouver and Alberta stock exchanges owe their existence to hundreds of exploration penny stocks whose shares traded as much on rumour as fact.

Behind many of them are colourful promoters - some more reputable than others - whose job it is to raise capital by keeping the share price moving. These corporate Pied Pipers are

typically also directors and shareholders. Bre-X, with Walsh at the helm, was languishing on the Alberta exchange before Busang swept it on to the bigger, supposedly more respectable Toronto market in April 1996.

Mining scams have been perpetrated since stock exchanges were invented. Projects are often in very remote locations so it is difficult for investors to see for themselves what is going on. And information provided by companies themselves is far from perfect or precise. An unexpected intrusion of barren rock, unsuspected variations, metallurgical difficulties in ore treatment or a host of other factors can make legitimate and expert calculations hopelessly wrong. And where there is room for error, there is room for fraud.

As work continued at Busang, the operation took on some unusual aspects. For a start, there was its sheer scale. Normally, exploration companies drill a few holes on their chosen site to extract samples. Busang was in a different league. Over two years Bre-X spent \$20m and produced 16,400 samples.

According to an Indonesian engineer who spent much time on the project, there were about 350 workers drilling hundreds of holes in various parts of the property, known as Busang 1, 2 and 3. The base camp near Busang 1 had accommodation for hundreds, a sports hall, a mosque and a clinic. A geologist with a western gold mining company said the scale of operations was more in keeping with a company in the exploitation stage.

Also noteworthy was the timing of expansion. It took place as late as the first few months of 1996 - just as Bre-X was preparing to list in Toronto. Then there was the matter of how Bre-X handled its samples. Here it appeared to break all the rules. It did not follow standard practice for handling the

cylindrical drill "cores". Each sample is usually quickly logged by a geologist, cut in half lengthwise, and one half placed in a numbered plastic bag that is sealed and sent as quickly as possible to an independent laboratory for testing.

Careful records are usually kept and half the cores retained near the mine site so results can be checked again later. Bre-X, however, sent all its cores for testing except for a few fragments. What happened later was equally unconventional. Normal practice would be to treat all the cores the same way at the same facilities. But Bre-X designated some cores as "mineralised" and others as "in-fill". The latter were treated at a sample preparation facility at Busang to produce a pulverised pulp that would be ready for assaying, but which invariably yielded low gold values.

"Mineralised" core was bagged in 25kg sacks and shipped in longboats for two days down the Mahakam river to Loa Duri, a straggling town of wood and corrugated iron houses where Bre-X maintained a large warehouse complex. There the samples would stay for anything between a few days and several weeks, according to workers at the site, before being sent by boat to the Indo-Assay laboratories in Balikpapan. By the time samples reached the labs, they usually turned out to contain gold.

This helped to give a misleading impression to independent consultancies which were brought in to assess the mine, such as Kilborn, part of SNC/Lavalin, Canada's biggest engineering and project management group. Nor was clarity assisted by Bre-X's practice of assigning the same numbers to two different samples. Only assays from the set of duplicate samples with higher grades were included in results provided to Kilborn.

which used the Bre-X figures to calculate the size of the deposit.

"A lot of exploration is built on trust," says one independent consultant, but geo-statistical analysis should have warned that Busang was too good to be true.

The warehouse was in itself highly irregular, according to geologists working for other western gold mining companies. Normally sample bags would go directly from the exploration area to the assaying laboratory.

The warehouse complex also shows the unusual scale of the operation. Whereas most prospectors send samples in 20-sack batches to the assaying laboratory, the Loa Duri warehouse site was observed to contain at least 1,000 sacks by an FT reporter who has inspected it. Workers were opening sacks and weighing substances from them before returning them and tying the bags up.

The precise explanation for this secret adjunct to Busang can only be guessed at. But given its size, it could not conceivably have been hidden from the people in charge of the site.

Whatever happened to the samples once they left the site, outsiders seeking to verify one grade got short shrift.

One Australian consultancy, Normet, asked Bre-X during 1996 to drill four holes at Busang whose cores would be provided exclusively for metallurgical tests. The Australian group was told it was not possible because all drilling had to focus on expanding Busang's reserves.

While this activity was under way in Borneo, Bre-X was busy promoting itself to investors. It used its Internet site to re-publish optimistic stockbrokers' reports and press comment, although always with a "third-party opinion" caveat. Investment bankers and stockbrokers were not far behind. JP Morgan, the hush of blue-chip investment banks, signed on to find Bre-X a partner for Busang. One broker after another launched coverage of Bre-X, typically noting that while Busang might be a "speculative" play, Bre-X shares seemed headed for the stars. And so, for a time, they were. In early 1996, Bre-X was valued at a mere C\$45m. By the time the shares peaked in May 1996, a company with no assets other than an exploration licence and some drill samples was worth C\$6.8bn.

Brokers are estimated to have made \$100m in commissions a year on trading Bre-X shares. Senior Bre-X officials raked in at least C\$30m through share sales. Walsh, his wife, Felderhof, and Stephen McNulty, vice-president of investor relations, sold shares last autumn.

The optimism was self-fuelling. The most important factor was the scale of samples produced by Bre-X over a protracted period. Fraudulent promoters often drill three or four holes in remote territory, add gold to one or two samples - a practice known as "salting" - then sell their shares once the price has risen sharply. But Bre-X continued to invest, and its senior managers stayed with it, even if they took some profits. The longer the salting went on, the more willing experienced mining people were to believe the claims. Only later was it discovered that a fire at Bre-X's main office near Busang in January was said to have destroyed most of its records and other important data.

Fate intervened in mid-February when the Indonesian government, unable to sort out squabbles between Bre-X, its local partners and its foreign suitors, invited Freeport McMoRan Copper and Gold of the US to step in. Freeport already operates one of the world's biggest gold and copper mines in Irian Jaya, the Indonesian half of New Guinea. Its boss, Jim Bob Moffett, is a tough Texan who, in his own words, wouldn't take an angel's word on a gold discovery. Freeport insisted on using its own geologists and its own core samples. Freeport's tests quickly showed that Busang gold was a mirage. That set in train the sequence of events which was to expose the fraud.

But who did the salting and who knew about it? Because of its size and duration, anyone senior on the ground in Borneo should have known. Most suspicion attaches to de Guzman. However, JoJo de Guzman disagrees. "My brother would have been the first to get out of the company if he saw anything fishy," he says. "If anybody told him to do it, he would have been the first to say no."

Others believe the salting could not have been done without him. "It is extremely unlikely," says Jakarta-based mining consultant Michael Everett. "I just couldn't accept that."

Felderhof, who has invested millions of dollars in property on Grand Cayman, was forced to resign last week from Bre-X. He issued a statement that he was "not aware of any fraud" at Busang, Loa Duri or Bre-X. A former colleague suggests that Felderhof's extreme hushiness about Busang reflected his usual - if irrational - exuberance about gold prospects.

Walsh, now a Bahamas resident, has stayed in Canada to face the litigious wrath of investors. He has called in the Mounties to probe the fraud. Yet, considering the capital investment required to mount the huge drilling and testing operation, even a non-technical person like Walsh might have suspected that something extraordinary was going on. At the very least, he was willing to reap profits without asking questions, a failure he shares with many people, within and without Bre-X, dazzled by a golden dream.

By Kenneth Goding and Clay Harris in London, James Kynge in Balikpapan and Samarinda, Justin Marozzi in Manila, Scott Morrison in Vancouver, Manuela Saragosa in Jakarta and Bernard Simon in Toronto.

De Guzman's final days

Jim Bob Moffett's call on March 13 this year couldn't have come at a less opportune moment. David Walsh, John Felderhof and Michael de Guzman of Bre-X Minerals were in Toronto basking in the limelight at the Prospectors and Developers Association of Canada's annual bash.

Felderhof had received the prospectors of the year award at a glittering banquet two days earlier. Everyone wanted to meet the men who had made the gold discovery of the century at Busang, in the jungles of Borneo. But the mood on March 13 at Freeport McMoRan's head office in New Orleans was far from celebratory. Moffett, the Texan who heads Freeport, had been told by the geologists an hour earlier that they had found virtually no gold in the first three holes they drilled.

Moffett needed an explanation, and fast. He spoke to Walsh who put Felderhof on the line. Felderhof initially wondered whether Freeport had "mixed up the drill holes". Moffett matter-of-factly said that there was a more serious problem. He asked Walsh to send a senior person to Busang "to help us understand" the discrepancy. Walsh assured him that de Guzman, head of exploration,

would be dispatched immediately.

De Guzman checked out of his deluxe room at the Royal York hotel the next morning. He had less than a week to live. According to the official account, he jumped to his death from a helicopter on March 19 on his way to a showdown meeting at Busang.

His final days have been reconstructed through interviews with friends and business acquaintances. Most support the official version. But gaps and contradictions have fuelled rumours that he was murdered or escaped. From Toronto, de Guzman flew to Hong Kong, where he arrived on March 16. At the airport, awaiting his connection to Singapore, he spent most of the time on a mobile phone, speaking in Indonesian. A colleague there says he did not look ill, but "he looked busy and not at ease". In Singapore, de Guzman visited a doctor before flying to Indonesia.

He spent the night of March 18 at Balikpapan in south-east Borneo. Arriving from Jakarta, he had been picked up at the airport by a Bre-X driver and Rudy Vega, a metallurgist and the last Bre-X employee to see de Guzman alive. Vega did not usually meet de Guzman at the airport. A friend of de Guzman's who

spoke to him before he left Jakarta says he seemed normal and showed no signs of depression. The driver says de Guzman stopped to buy some writing paper because he was going to do some work. Afterwards, they drove to the Benakata Hotel, where de Guzman and Vega stayed in peothouse suites.

Lilis de Guzman, the most

'His face was unrecognisable. He could only be identified by the jeans he wore'

recent of his several wives, says he rang her that night to arrange dinner in Samarinda on March 20, after he returned from Busang, to celebrate her birthday and their first wedding anniversary. Mrs de Guzman says this shows he was not planning to commit suicide, leading her to believe he is still alive.

The next morning, according to Edy Tarseno, a helicopter pilot for Indonesia Air Transport, de Guzman showed up 70 minutes late for the planned flight to Busang, with an inter-

mediate stop at Samarinda, where Bre-X had an office. They left Balikpapan at 9.10am. Also on board were Vega and an Indonesian helicopter engineer, Andrian Malla. At Samarinda, the pilot says, de Guzman changed out of his shorts and put on trousers and a denim jacket over his T-shirt. Vega remained in Samarinda, while the remaining three took off at 10.13am for Busang.

De Guzman sat next to the door on the back seat with his seat belt fastened; the engineer was next to the pilot in the front seat. The pilot says that at 10.30am, at an altitude of 800ft, he heard a noise at the rear. "It sounded as if something hit the helicopter," he adds. "I heard the sound of wind rushing in. It took about four or five seconds to steady the plane. The denim jacket he had hung on the seat in front of him was still there. When I reduced speed I looked back and the engineer also looked back and the engineer said: 'Mike is not there. He's gone.' Neither man saw de Guzman leave the aircraft."

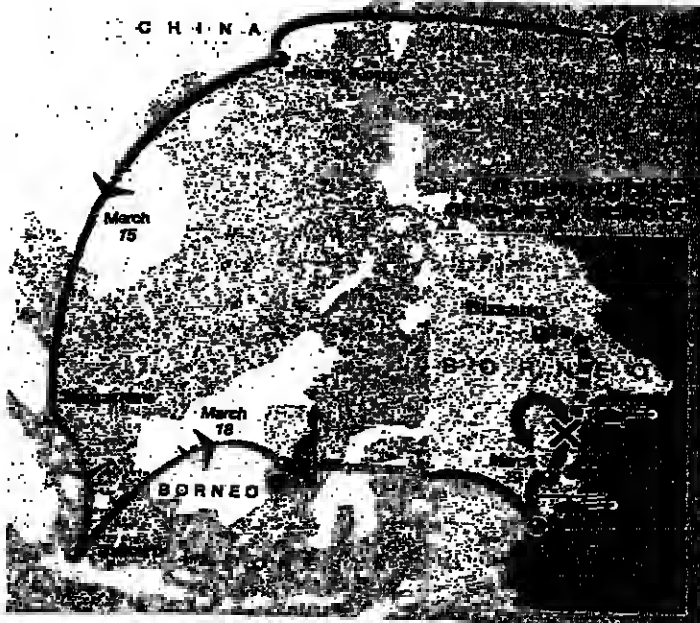
The pilot descended to 150ft and circled for about 25 minutes, but could see no trace of de Guzman. He satellite-marked his location and radioed to his com-

pany's Jakarta office, which told him to return to Samarinda. A body was found four days later. A news agency reported: "His face was unrecognisable and his body apparently disembowelled by wild pigs. Diplomatic sources say he could only be identified by... the jeans he wore." In Samarinda, Lilis de Guzman was refused permission to see her husband's body.

But de Guzman's brother JoJo saw it three times. "I have absolutely no doubt that it was him and I was more convinced when I saw the body being autopsied by the [Philippines National Bureau of Investigation]," he says in Manila. "It was the NBI which said it was him as far as fingerprints were concerned."

Diego Gutierrez, acting NBI head, confirmed that the body autopsied was de Guzman's.

But this does not lay to rest doubts about his fate. The de Guzman family, especially, has pointed to contradictions. Initially de Guzman "fell", then he "jumped". Some say the helicopter flew on to Busang; the official version now is that the pilot turned back to Samarinda. Why did neither the pilot nor the engineer turn around the instant they heard the loud noise of the door open behind them? Why did



it take four days to find the corpse? It was only 100 metres from where the pilot says he marked co-ordinates.

Why did the pilot volunteer the information about de Guzman's change of clothes, in light of the role his jeans played in identifying the body?

Why were there such disparities relating to a "suicide" note or notes allegedly left by de Guzman? Was it written on the flight, or just shown to the pilot? Why have the originals of letters not been given to their intended recipients, including his family? When were de Guzman's belongings examined? The pilot says it was on March 19, shortly after he returned to Samarinda. But a senior airport official says he was present when the suitcase was opened for the first time the next day. And where is Rudy Vega, the last Bre-X employee to see de Guzman? Vega has been seen in Jakarta, but de Guzman's family has tried unsuccessfully to contact him since he returned to the Philippines, allegedly to Surigao in southern Mindanao.

مكذمان الأصيل

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NEWS: UK

Warning of threat to growth from systems 'bomb' and need to adjust to Emu

Europe 'faces computer chaos'

By Alan Cane in London

Europe faces economic and social chaos unless companies take the "millennium bomb" seriously and British companies modify their accounting systems for European monetary union, the information technology minister in the last government warned yesterday.

Mr Ian Taylor, who held the post for three years until the government was ousted in the May 1 general elec-

tion, fought to raise awareness of the dangers inherent in many computer systems unable to distinguish this century from the next.

He warned the new government at a trade conference in London yesterday that the need to use all its computing resources to tackle the "bomb" could hamper its ambitious reforms.

The "millennium bomb", a consequence of the software practice of coding years as

two digits rather than four - 97 rather than 1997 - and the need to modify computer systems to take account of a single currency, are emerging as significant threats to sustained business growth after 2000.

Mr Taylor said most UK companies were aware of the danger, but too few were taking steps to solve either problem. On the European mainland, however, companies were indifferent to the "millennium bomb" but took

the need to modify their systems for a single currency seriously.

"There is a lack of awareness of the competitive disadvantage of being unprepared technically for Emu - whether the UK is a member or not," he said.

The cost of solving the problem has been estimated at £31bn (\$50.2bn) in the UK alone and will involve some 300,000 computer staff. Computer experts emphasise that

the problem can be solved, but companies must assess the extent of their exposure and start remedial work urgently.

Mr John Battle, Labour's minister for science and technology, said yesterday: "The century date change issue is a real problem that cannot be wished away. I am concerned to ensure that businesses are aware of the problem and realise how little time there is left to tackle it."

Dutch minister welcomes Labour

By Liam Halligan, Political Staff

Britain will have "more room to produce results in Europe" under Labour, Mr Hans van Mierlo, foreign minister of the Netherlands, said in London yesterday. "I am very encouraged by the prospect of a fresh start for Britain in Europe under Tony Blair's government."

Given the Dutch presidency of the European Union and the prospect of the Amsterdam intergovernmental conference in June, Mr van Mierlo's words will be seen as a strong endorsement for Labour on the continent.

"The Amsterdam summit offers a great opportunity for the new British government and its European partners," Mr van Mierlo said, describing Labour's decision to end the UK's opt-out from the social chapter as "very good news indeed".

He described as "regrettable" the attitude to Europe displayed by the former Conservative government. "It is old-fashioned to be as anti-European as Britain has been in recent years, and the British electorate has now shown it is not against Europe," he said. The future of Europe "bears little similarity to the European super-state which hampers the British debate," he added.

Mr van Mierlo argued that because Britain is "generally rather fond of the single market", it should support an extension of qualified majority voting - the idea that changes in European law should not require consensus agreement. "The single market would never have become a reality if it has taken the route requiring consensus decision making," he said, arguing that the need for QMV becomes greater as the EU expands.

Mr van Mierlo spoke against Britain holding a vote over further integration between other European states. "We suggest that the UK take part in those elements in which it may have an interest while permitting others to co-operate according to their own needs."

He also repeated his call for Britain to end its opt-out on common border controls, describing them as a "necessary complement to the single market".

On the extension of the EU to incorporate central and eastern Europe, Mr van Mierlo said: "Some countries will join at different times to others. But only a fool who has learned nothing from history can believe that peace and prosperity can flourish in one part of Europe, without regard for what is happening in the other."

MPs are told not to oppose devolution

Financial Times Reporters in London and Edinburgh

The government is trying to gag Labour MPs and party members on the issue of Welsh devolution. Its efforts come amid fears that the people of Wales might reject the proposal for an elected assembly in the region.

In another sign of the government's tough disciplinary streak, MPs were yesterday warned they risked deselection if they campaigned against the assembly.

In a highly unusual further move, senior government officials warned local Labour party activists they could be expelled from the party if they added their voices to the "no" campaign.

The government yesterday took the first steps towards setting up a Welsh assembly and a Scottish parliament by publishing a referendum bill, allowing referendums on the issue in Scotland and Wales, probably in September 25.

Ministers are confident of comfortably winning the vote to set up a parliament in Scotland, but the party leadership is worried that it may lose the referendum in Wales.

Labour has always known

that winning the devolution argument in Wales would be tough. In its 1979 devolution referendum, the Welsh voted four to one against.

Traditional Labour socialists from former industrial heartlands do not like the idea that one-third of the assembly will be elected on the basis of proportional representation, allowing a greater share of seats to rival parties including Plaid Cymru (Wales party), which campaigns for full independence. Plaid Cymru will attempt to amend the referendum bill for the vote to include a question on independence. The devolution timetable will be bristled. The five-clause referendum bill is expected to become law by mid-July.

The government will then publish separate papers on its proposals for Scotland and Wales for consultation during August. A referendum is expected in Scotland on September 11 with a poll in Wales on September 25.

The Scottish referendum will pose two questions: whether there should be a Scottish parliament and whether it should have tax-varying powers. The Welsh will be asked only one question: whether there should

MINISTERS WHO WILL RUN THE REGIONS



Donald Dewar

Peter Hain

Henry McLeish

Of the 23 members of the cabinet, seven are Scots, and not surprisingly one of them is chief minister for Scotland, Donald Dewar, who will be 60 in August, is one of the oldest of Labour's ministers and one of the few who has served in a previous Labour administration. The son of a dermatologist, he was educated in Glasgow, at schools and the city's university. He first entered the House of Commons 31 years ago and was given a junior post in the trade ministry a year later. He is a long-standing supporter of limited devolution who has survived a series of election challenges from Scottish nationalists. Peter Hain, as minister for economic development in Wales, is responsible for one of the UK's most

successful areas at winning inward investment. Mr Hain, 47, was brought up in South Africa, but his family was forced to leave because of its anti-apartheid activity. He began his political career in Britain as a member of the old Liberal party, and in the 1970s was a prominent member of the anti-apartheid movement. He led the successful campaign to have the 1970 South African cricket tour of England called off. Henry McLeish is the junior minister responsible for Scottish devolution. The son of a manual worker, he came to parliament with more than a decade of experience in Scottish municipal government. He was also once a professional soccer player with clubs in Scotland and England.

be a Welsh assembly. If the referendums produce "yes" answers, legislation would be pushed through parliament by July 1998 with the first elections in May 1999.

The cost of the referendums and preliminary work on the new parliament and assembly has been estimated at up to £45m (£77.7m).

● Staff at the government's

GCHQ communications centre will be free to join any trade union they choose. Mr Robert Taylor, the foreign secretary, announced yesterday. Robert Taylor writes. His statement ended a ban on trade unionism at the headquarters of UK intelligence operations imposed in 1984 by the Conservative government headed by Baroness

Philip Stephens, Page 16

Exchange fines brokers by mistake

By Christopher Adams in London

Stockbroking firms in the City of London have been wrongly fined several thousand pounds each because of teething troubles with Crest, the electronic share settlement system.

The London Stock Exchange admitted yesterday that many of its members had been fined in recent weeks when Crest was actually at fault for their apparent failure to settle deals.

It blamed problems with Crest for

a sudden upsurge in disciplinary action last month. The system generated several thousand wrong deliveries because of an error in its software.

This is not the first time Crest has experienced problems during its short life. It caused severe disruption in March when software crashed and created a backlog of over 100,000 unsettled transactions.

The system will face its most severe test in June and July when 10m people will receive shares in the Halifax and Woolwich building soci-

eties (savings and loans) and life assurance Norwich Union.

Last month's problem occurred as many small investors carried out so-called bed-and-breakfast deals - selling shares and buying them back to minimise capital gains tax before the end of the tax year.

The LSE said it would waive all the fines it had levied during April and May. It has also decided to abandon the interim disciplinary regime introduced to regulate settlement while Crest took up the reins from Talisman.

"We're chuffed to bits," said Mr Glen Cooper, office manager at Walker, Crips, Weddell and Beck, the small private client stockbroker. At £20 per transaction, it is possible that many small companies were hit with fines of £1,000 a day.

But the LSE said the decision to drop its disciplinary regime until Crest sets up its own should not be misinterpreted.

"It's not a carte blanche saying to member firms you can do what you want and we won't take any notice," an official warned.

Film makers are awarded \$150m aid

A growing industry

Financial Times Reporters in Cannes and London

The Arts Council yesterday

refused the UK film industry by awarding \$28.25m (\$150m) in National Lottery funds over six years to create three film production franchises, or "baby studios".

About 37 consortia applied for the franchises.

The winners are: Pathé Productions, led by Pathé Pictures, the French film group; DNA Films, founded by Mr Andrew Macdonald and Mr Duncan Macdonald, producers respectively of *Trainspotting* and *Four Weddings and A Funeral*; and The Film Consortium which

is backed by Mr Richard Branson's Virgin Cinema.

PolyGram, the Dutch entertainment group, will provide UK distribution for all DNA's films. The franchise scheme coincides with a revival in the fortunes of the notoriously fragile UK production sector.

It is regarded as the most important film industry initiative for decades.

Mr Chris Smith, chief arts minister, described it as the start of an "exciting strategy" when announcing the franchise winners at the Cannes Film Festival yesterday.

He hoped the franchises, coupled with measures to be implemented after a review

of the creative industries, would help UK films double their share of the domestic box office to 20 per cent.

The Arts Council formulated the franchise scheme. Its aim is to alleviate the industry's traditional weaknesses by creating financially stable companies capable of funding their own pictures and commissioning projects from other producers.

The council was entitled to award four franchises, each receiving up to £39m of lottery funds over the six-year subsidy period, but limited itself to three, none of which will be given more than £39m.

Doubts on \$1.6bn from airwave sale

Government hopes may be dashed if analysts' downbeat predictions are correct

Actions of the radio spectrum to users such as telecoms operators will not generate significant proceeds before 2000, according to analysts. The government expects the auctions to raise more than £1bn (\$1.62bn).

Sale of the radio frequencies, flagged as one of the former ruling Conservative party's big ideas before the election and taken up subsequently by the new Labour government, may not therefore compensate for declining revenues from traditional privatisations.

"I wonder whether the Labour government pushed this bill in the expectation of raising a quick £1bn, when there is a question about whether the frequencies are worth that much," said an analyst at a US investment bank.

The UK government, stung by the accusation that the radio spectrum

sale amounted to a 10p a week levy on mobile phone users, also downplayed the financial impact of the measures.

"There is no mobile phone tax," said Ms Margaret Beckett, president of the board of trade. "This measure is about the more efficient allocation of spectrum in the future."

The revenue potential in the proposal, part of the wireless telegraphy bill outlined in the Queen's Speech on Wednesday, is limited by the fact that the auctions will apply only to new blocks of frequency.

Most existing licences for mobile operators are for a term of 25 years. Vodafone, for example, has another 21 years to run. There is no suggestion in the legislation that established operators should bid again for their licences.

The 1800 MHz frequencies used for the most recent generation of

mobile phones, which the US government sold off for \$10.2bn in the so-called C-block auction in 1996, have already been allocated in Britain to Orange and One 2 One.

The next licence available for auction in the UK is that for Universal Mobile Telecommunications Services, which will occupy a frequency above 1800 MHz and is most likely to be used for mobile data communications.

Estimates of the value of new frequency have also been hit by evidence that bidders in the C-block auction in the US overpaid. One successful bidder has since asked for bankruptcy protection and another has had to hand back its licence.

● A report carried on Wednesday by the Bloomberg news service, which confused the contribution of radio to gross domestic product with charges for using the radio spectrum, prompted a dip in the

share prices of several mobile operators.

But analysts and telecoms executives were unmoved. They said wireless operators knew that charges were increasing. Vodafone has already budgeted an increase in licence charges from £1.5m last year to about £15m a year by the turn of the century.

"If Labour is just talking about implementing the original Conservative government's plans, there is no reason for the stock price to have reacted negatively," US investment bank Morgan Stanley told investors.

However, One 2 One, the mobile operator owned by Cable & Wireless of the UK and US West, the regional Bell operating company, criticised the government's discrimination against the private sector.

Nicholas Denton

UK NEWS DIGEST

US company in Scots venture

A US company that runs medical trials for drugs companies is to create as many as 240 jobs in Glasgow, Scotland. Tennessee-based Clintrial is one of several such contract research organisations (CROs) to expand in Europe. Another, Quintiles, paid £12m (\$19.44m) for an Edinburgh site in 1995.

The UK is the largest centre in Europe for CROs, with about 40 per cent of the continent's capacity. The sector is growing rapidly as pharmaceutical companies seek to cut their costs by contracting out some of their product development work.

In addition, the rapidly growing biotechnology sector consist mainly of companies strong on basic research but inexperienced in treating patients.

Scotland has a cluster of biotechnology companies, most notably PPL Therapeutics which is associated with Dolly the sheep, the first cloned mammal, as well as academic centres in the life sciences. Daniel Green, London

DUTY FREE SALES

Abolition 'threatens 33,000 jobs'

Up to 33,000 jobs in the European ferry industry and tourism could be lost and half the ferry services serving Britain and Ireland could be withdrawn if the European Union abolishes duty-free sales in June 1999, the Duty-Free Confederation said yesterday. It represents ferry companies, airlines, retailers and manufacturers.

The report marked the start of a campaign to persuade governments to authorise a further extension of cross-border duty-free privileges originally planned to end when the single European market was created in 1993.

"Duty free is not just a valuable perk for the holiday motorist, it is an integral part of the funding of sea and air travel," said the confederation.

European ferry operators, which are already under pressure from the opening of the Channel tunnel between England and France, could be back in profit by 1999 if duty-free is kept but will continue to make heavy losses if it is abolished, the report said. Charles Batchelor, London

CHANNEL TUNNEL FIRE

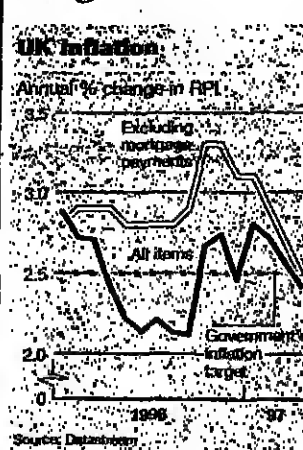
Trains decision is delayed

Eurotunnel, the company which operates the Channel tunnel between England and France, will have to wait at least another week before hearing if it can restart freight shuttle services through the tunnel.

The company had hoped to get the go-ahead from a meeting of the Anglo-French intergovernmental commission in Paris yesterday. But the commission did not give its approval and will not meet again until next Thursday. Eurotunnel had hoped to start a free pilot service as soon as repairs to the fire-damaged tunnel were completed on Tuesday though it does not plan to start a commercial service until June 15. It was severely criticised for failures in its safety management in a report this week by the tunnel safety authority. Charles Batchelor, London

THE ECONOMY

Ex-government's 2.5% target met



The annual rate of underlying inflation - the retail price index excluding mortgage payments - fell to 2.5 per cent last month, the Office for National Statistics announced yesterday. The rate matched the target set before the general election by Mr Kenneth Clarke, who was chancellor of the exchequer in the Conservative government. Mr Gordon Brown, the Labour chancellor, has inherited an economy with inflation at its lowest rate for nearly two and a half years. The

ONS said that falls in motoring and petrol costs, and an "unusual" dip in the prices of used cars in response to competition from new car sales helped the underlying rate to be 0.2 per cent lower in April, from 2.7 per cent in March. The retail price index (RPI) rose to 156.3 in April, an annual rise of 2.4 per cent. The RPI was 155.4 in March, an annual increase of 2.6 per cent. The RPI excluding mortgage payments was 155.8 last month, compared with 154.9 in March. Richard Adams, London

MACHINE TOOLS

Export rise confounds forecast

Exports of machine tools rose 20.3 per cent in the first quarter of this year compared with the equivalent period in 1996, the Office for National Statistics said yesterday. The data confounded expectations that tool sales outside the UK had been hit by the high pound. The strong export performance was offset by sales by the industry in the UK falling 8.4 per cent over the same period on a seasonally adjusted basis. That led to total turnover of the industry rising 2 per cent between the two quarters. Separate figures yesterday showed US steel production in April up 8.6 per cent on a year previously to a weekly average of 375,843 tonnes. Peter Marsh, London

COMMERCIAL VEHICLES

Truck sales drop sharply

Registrations of trucks last month were down 12.3 per cent year on year, to 3,690 from 4,257, the Society of Motor Manufacturers and Traders reported yesterday. Heavy trucks, comprising vehicles over 15 tonnes, were hardest hit, with April's registrations down 33 per cent at 2,134. The trucks market is still suffering from the effects of the introduction of stricter exhaust emissions standards last October. The European Union standards increased the cost of trucks, leading many operators to pull forward fleet orders to beat the October deadline.

There was an upsurge in registrations of light vans which left the total commercial vehicle market in April 5.2 per cent higher year on year, at 23,009 (21,857). The total for the first four months, however, was 1.3 per cent lower at 88,887. One consolation for UK-based manufacturers was a drop in imports' share of the market for commercial vehicles of all types. John Griffiths, London

UK truck registrations: April 1997

	Apr 1997	% change	Apr 1996
Volume	3,690	-12.3	4,257
Imports	2,546	-12.5	2,907
Domestic production	1,144	-12.1	1,350
Heavy Group (15t+)	2,134	-33.4	3,268
Light Group (under 15t)	1,556	-8.9	1,789
Van	486	23.0	3,949
Truck	308	-10.4	3,410
Trailer	138	-31.8	2,039

Source: Society of Motor Manufacturers and Traders. Figures are preliminary and subject to change.

company in
its venture

threatens 33,000 jobs

decision is delayed

target met

forecast

sharply

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WEST END PROPERTY

As the economy expands, the handful of new schemes under way could be insufficient to cope with the demand for space from big tenants, says David Lawson

Tiny tip of a giant iceberg

The media flocked to the City of London this month in search of clues about the future for business under a new government. They should have looked closer to home, as the hard evidence is sitting on the doorstep of many broadcasters and publishers.

Two of the world's leading companies, Concert and GEC, are confident enough to be considering top rents for headquarters in the West End. Another 50 organisations are said to be looking for substantial new space.

The West End is used to being overlooked. It is generally seen as a lifestyle centre rather than the leading edge of the economy. Yet this is the traditional home for most of the major manufacturing and service companies that are benefiting from the economy's upswing. Whether they have room to expand is another matter.

The property industry is buzzing with the news that Concert, the planned £12.5bn merger of British Telecommunications and MCI, the US long-distance carrier, is set to take an office block in Berkeley Square at a record rent of more than £52 a sq ft.

Meanwhile GEC appears to have ended its long search for a new home by settling in the former Time-Life building in Bruton Street, where asking rents are about £45 a sq ft.

This could be the tiny tip of a massive iceberg. Property consultants Jones Lang Wootton says that more than 50 companies are in the market for similar buildings of

50,000 sq ft and above. However, there is nowhere for them to go.

"There are only two buildings of this size available but both are outside the West End core and both are second-hand," says Stephen Newbold of property consultants Knight Frank.

BAT discovered this problem last year when it decided to bring staff from Victoria, Staines and Woking into what it hoped would be a core 300,000 sq ft West End building. Philip Dawe of property consultants Richard Ellis had to break the bad news and the company settled at Globe House on the Embankment.

This classic mismatch of supply and demand appears to have all the hallmarks of a return to the boom when rents raced as high as £70 in the West End. But appearances can be deceptive.

Despite a surge of potential demand through consolidation, lease expiries and expansion, occupiers are taking their time to choose the right space this time around, says Mr John Forrester, central London offices director for DTZ Debenham Thorpe. GEC spent three years looking for its new home.

Occupiers could take many years to dispose of existing space. They will also demand a better deal for new premises than during the boom. Business services and media are the growth areas, and they will not pay huge rents.

The Concert deal may be one-off. It has happened before in Berkeley Square, where Cadbury-Schweppes

and Saatchi & Saatchi set "benchmarks" which proved well beyond the rest of the market.

"Real" prime rents remain stubbornly static at £40 to £45, and these are for landmark buildings in Mayfair and St James's. Even good second-hand space here will rarely reach £30 a sq ft.

But media industry demand has narrowed the gap with areas such as Soho, Fitzrovia and Victoria. Reed Elsevier recently set a £33 high when taking 25 Victoria Street, and CIS is quoting £35 on 72,000 sq ft Parnell House in Wilton Road. Rents in Standard Life's Endeavour House on Shaftesbury Avenue have risen from £24 on the first letting to Emap early last year to asking levels of almost £30 on the remaining two floors, says Chesterton's Mr Ralph Pearson.

This mismatch of location is compounded by a mismatch of size. More than 85 per cent of the available space in the West End is in chunks of less than 10,000 sq ft. That might suit a market where the vast majority of deals take place at this bottom end of the market but it leaves little elbow room for larger businesses.

Agents are optimistic that the position will improve as more buildings come on stream over the next couple of years and are expecting annual rent increases about 10 per cent. But this will vary from area to area.

So will demand, which is polarising between those who want location at the expense of efficiency and

those for whom efficiency is more important than location, says Rupert Dodson at Healey & Baker.

"Tenants are also more educated than in the past," says Mr Dodson. "They know the difference between a good and a bad building. The question is, do landlords?"

Mr Forrester insists that they do, calling the current batch of schemes the first generation of well-researched buildings which match occupier demands.

Those are for more efficient, flexible space rather than traditional West End marble and panelling, according to Mr Martin

Moore, head of Prudential Property. He faced a barrage of brick-bats for an adopting an austere approach to the design of 30 Berkeley Square, but insists that this is what even high-tech tenants like Concert now demand.

The marble will also be missing from his next development, a 70,000 sq ft block

in St James's Square. Economy is also behind redevelopment of the former MHS HQ in Curzon Street. It is by no means austere, and at 200,000 sq ft, it is one of the few buildings that is big enough to meet the needs of prospective tenants such as Arthur Andersen or Mobil.

But that is not the main

reason why Development Securities and the German fund CGI are creating a large block rather than several smaller ones.

Occupiers find it cheaper to take flexible space on a few floors of a multi-let building rather than several of their own individual blocks, says Mr Forrester.

MEDIA • by David Parsley

A new source of enthusiasm

West End estate agents are starting to benefit from the sector's confidence

While most traditional West End companies remain cautious about expansion, the media industry is feeling as brash and enthusiastic as it did in the late 1980s - and West End estate agents are benefiting from this confidence.

Soho is thriving and its property agents are rubbing their hands with glee. Some estate agents say that the media industry, including the communications sector, represents almost 50 per cent of current demand in the area.

Mr Mark Phillips, director at media specialists Edward Charles & Partners, believes that the media industry is still driving the West End market, with demand emanating from service providers, the big television companies, and advertising agencies.

He says: "Demand from these companies is elastic. Occupying 6,000 sq ft this week, they may have a requirement for 15,000 sq ft in a fortnight."

Mr Phillips points to the example of Computer Film: "The firm recently took a long lease on the old Columbia TriStar building in Wells Street W1. It took 20,000 sq ft with a view to sub-letting half the space. Less than a

month later it opted for the whole building."

While it was understandable that media tenants should take more space in the early 1990s, when prices were depressed, with rents rising - albeit at a snail's pace - it might be expected that most of these companies would crawl back into their shells and make do with what they had.

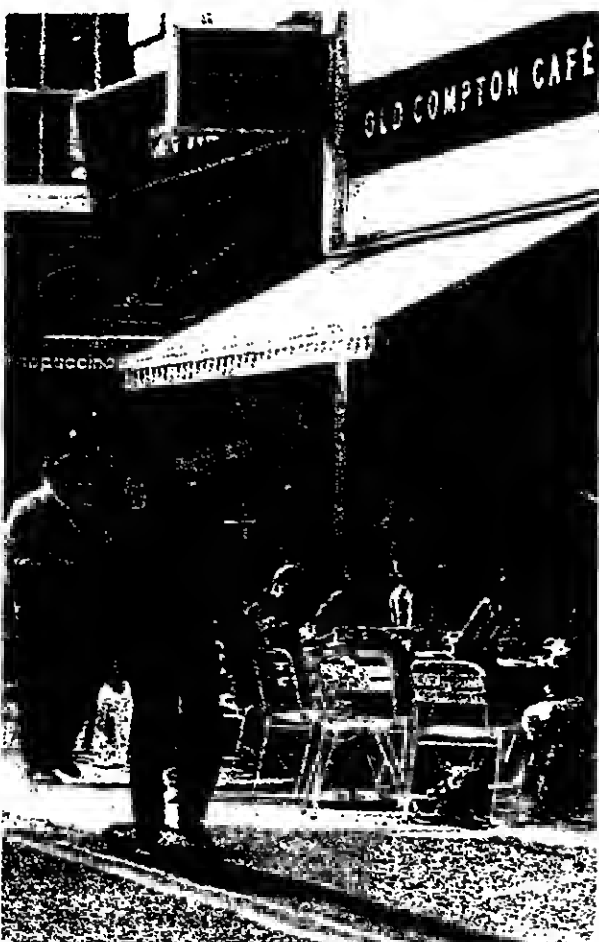
There is also an acute shortage of what are traditionally regarded as media-style offices in media-style locations: cheap, jazzy buildings with a creative feel at about £27 a sq ft.

Advertising gurus Maurice and Charles Saatchi secured one of the few prime media locations left when they took a 20-year lease at Soho's 36 Golden Square, the former headquarters of Granada, at £25 a sq ft.

As a result of space shortages Soho and Covent Garden have seen some of the fastest rental growth in the past two years.

The property group MEPC's self-contained building at 167 Wardour Street exemplifies this. It remained available for six months until January, when film company VTR fought off three other bidders and secured the building on a new five-year lease, at £27.50 a sq ft.

Non-core areas of the West End are improving on the back of the strengthening market. The shortage of self-contained floors in Soho and Covent Garden has ben-



In the thriving Soho market, West End agents are benefiting from the media industry's confident mood. Some believe the sector represents almost 50 per cent of demand in the area. Left: van der Meer

efited the area north of Oxford Street, which is providing overflow accommodation for companies that are unable to squeeze into Soho or Covent Garden.

Companies such as Omnicom, which is searching Paddington for 200,000 sq ft, and The National Magazines Company, which is looking for between 80,000 sq ft and 100,000 sq ft, have found it impossible to fit into Soho or Covent Garden.

Warner Brothers also has a new requirement for about 100,000 sq ft and is believed to be considering sites at

West End market. Victoria does appear to be an obvious choice. Hammersmith is full up, Kensington and Knightsbridge are tight, as is Soho. Only Victoria, and maybe north of Oxford Street, can offer decent amounts of space at value-for-money rents.

"The media industry is not location sensitive, or at least it shouldn't be, but does like to be together. With Abbot Mead Vickers seriously considering Victoria for about 60,000 sq ft and the advertising agency DMB&B's move to 123 Buckingham Palace Road, other media firms are sure to consider the area."

DMB&B paid £27.50 a sq ft for its space, which also points to Victoria being able to offer space at about that crucial £27 a sq ft mark.

Mr Cowan accepts, however, that media companies are keen to keep to their traditional stamping ground if possible.

Advertising company Ammeratti Puris Lintas is having to pay an impressive £33 a sq ft for a pre-let on the 40,000 sq ft 25 Soho Square to return to the area from Victoria's Eccleston Square.

With a 15-year lease and one-year rent free, this is the clearest evidence yet that media companies must pay top dollar to be located among their counterparts.

Most West End estate agents agree that the media industry is a crucial element of the market. The deals in the area are evidence of this.

MTV's move to UK House on Oxford Street and Capital Radio's to Leicester Square roll off the tongues of agents.

With such great demand for space coming from media-related companies these agents may well be able to look forward to a lot more deals.

PROFILE Grosvenor Estate Holdings

Historic estate claims a new role

A significant deal confirms a move from management to development

One key operator has been overlooked in the uproar over the record rents Concert is believed to be about to pay for a new headquarters in Berkeley Square. As ground landlord, Grosvenor Estate Holdings will share the rewards with the developer, Prudential Properties.

But diplomatic silence has long been part of the Grosvenor ethos. As the private estate of the Duke of Westminster, it has no shareholders to impress.

The Concert rent will set a benchmark that could lead to the uprating of similar assets, many of them part of the Grosvenor commercial estate, which covers most of Mayfair and is estimated already to be worth more than £500m.

There is a lot more to the company than aristocratic passivity, however. The Duke is a hands-on property man rather than an absentee landlord and he has overseen a transformation of Grosvenor through the infusion of new management blood and an ambitious expansion development horizons.

The estate has always been respected for its long-term management expertise. Now, it is

claiming a similar role as a developer, competing with some of its biggest tenants.

The next big deal could confirm this transition. While the West End was still deep in recession, Grosvenor decided to take on the former British Coal headquarters in Grosvenor Place as a direct development.

This is now the centre of attention because the proposed 200,000 sq ft of offices are among only a couple of schemes in the area that could satisfy demands by space-hungry giants.

Arthur Andersen is widely reported as ready to sign up, but Mr Stephen Musgrave, head of the Grosvenor commercial development team, says only that every leading player has looked at the scheme. The company is almost certain to get a pre-let, but Mr Musgrave attributes this as much to the design of the scheme as to the buoyant market.

These bells Grosvenor's image as a staid guardian of tradition.

"We polled more than 20 potential occupiers about what modern tenants wanted from property, and included their demands," says Mr Musgrave. One important requirement is that occupiers can grow and shrink without substantial alterations to the structure, so the building - or buildings - are planned around a central "forum" providing

built-in flexibility.

Grosvenor has also learned lessons it is now applying to a variety of smaller tenants making up the mainstream of West End business. They are being given the choice of a range of building services to suit their needs and pockets. These include innovative technological techniques such as structured cabling, which can cut fit-out time by 30 per cent.

Technology is also proving an advantage rather than the expected bugbear for the myriad older buildings in the Grosvenor portfolio. Much of the West End's space has been written off as unsuitable for modern offices, but Mr Musgrave insists that new technology can be used to rescue this kind of building from obsolescence.

This is of little interest to those concerned with the rents achieved on the Grosvenor Place building, as they will set yet another market benchmark. However, Mr Musgrave, one of the new generation of managers brought in to add new vibrancy to the company, is suspicious of such indicators.

"It is far more important to provide a range of property with a range of rents," he says.

This is true to the Grosvenor tradition, which sometimes goes for lower rents to get the right mix of smaller tenants.



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RETAIL • by David Parsley

Top names flood the capital

London's position as the world's most fashionable city is attracting leading designers

West End retail is booming again. But while the most fashionable area of the world is attracting top overseas fashion houses, success has meant that the niche Covent Garden area is being forced to alter its image to keep pace.

In an increasingly confident West End property market it is the retail surveyors who have most to celebrate. In the past 12 months the phrase "end of year bonus" has entered their vocabulary for the first time in years.

London's position as the highest city is attracting the world's top names to the capital's shopping mecca. Mr Chris Phillips, a partner in Healey & Baker retail department, summed up the optimism of West End retail agents: "In 1996 Bond Street, Regent Street and Oxford Street experienced the most active and buoyant market since the peak of the last retail property boom in 1989-90. Strong retail demand and increased consumer expenditure, coupled with a lack of supply, have resulted in significant rental growth, particularly in the last three months."

"Consequently, although some evidence is contradictory, the consensus is that rental levels in these three thoroughfares have finally eclipsed the heights achieved in the late '80s boom."



Shopping mecca: Oxford Street. Strong retail demand and increased consumer spending has led to rental growth

Bond Street has attracted most attention, not so much for rising rents, but because in conjunction with Sloane Street, it lies at the heart of London's rediscovered role as the centre of the international fashion scene.

Mr Phillips says: "In recent months a veritable Who's Who of the trendiest fashion names have vied with each other to secure large flagship stores - prime positions having been secured by Ralph Lauren, Prada, Calvin Klein, Versace, Donna Karan, Loewe and Tommy Hilfiger in particular."

Size is the buzzword, with

a number of these flagships being more than 10,000 sq ft, many being shopped to standards that will achieve new levels of interior design and price per square foot.

At 51-52 New Bond Street The White House is relocating its 20,000 sq ft to make way for Tommy Hilfiger. Not to be outdone by foreign competition, UK arrivals include Reiss at 78-79, Jigsaw (126-127), and David Morris at 180 New Bond Street.

The increase in requirements has had its downside. With their demand for larger units, the retail multiples are starting to threaten one of London's most character-

istic retail areas.

Traditionally Covent Garden has been the home of the small retailer. The area's blend of independent operators has made the old fruit market one of London's most vibrant shopping destinations. But the market may become a victim of its own success.

Mr Stewart Ross, head of research at Montague Evans, says that shoppers have always been attracted to the area by its retail mix, but in the past two years, as consumer confidence has grown and fuelled a rise in retail sales, rents in the area have soared.

The prime locations on Neal Street, James Street and Long Acre have seen Zone A rents reach £200 a sq ft and the market is set to go higher as the multiples start to get a grip on the area.

Mr Ross says: "Many larger retailers have been frustrated for many years by the lack of larger units. However, as a result of site acquisition over the years many of the smaller units may now be redeveloped so as to satisfy market demand."

The recent decision by Marks and Spencer to take a new 33,000 sq ft store on the site of the old Covent Gar-

deo General Store highlights the coming trend. M&S will pay £25 a sq ft. The redevelopment will also create a unit of 7,000 sq ft on Long Acre and a second unit and restaurant of 4,000 and 7,500 sq ft respectively on Neal Street.

In Oxford Street, traditionally the home to UK multiples and department stores, retail demand and rental growth has been as buoyant as Regent Street and Bond Street, with some exceptional transactions agreed in recent weeks.

To the west of Oxford Circus landlord CIN La Salle acquired the leasehold interest in Ravel's 2,500 sq ft store at 246 Oxford Street. Following an informal rental tender 11 bids were received, the successful tenant being Allsports, which is paying a record rent for the street of £280,000 a year.

To the east of Oxford Street the biggest transaction was the letting by Healey & Baker of about 30,000 sq ft on behalf of Littlewoods to Next for its biggest UK store yet.

Regent Street, where availability of space is extremely tight, saw a new opening by Hugo Boss at 184 and Karen Millen shopfitting at 262. All eyes are on the disposal of the 17,000 sq ft Burtons store at 114-120 Regent Street, which offers accommodation for a retailer willing to offer in excess of £1m premium to establish a flagship store.

London's retail agents now rely on the continued confidence among shoppers and retailers in the West End. While London remains the world's hippest city they do not appear concerned.

CONVERSIONS • by David Lawson

Developers finally grasp the nettle

More schemes are under way as the idea of switching offices to homes catches on

When Mr Geoff Marsh floated the idea of switching commercial premises to homes five years ago, the silence was deafening. "I thought it was a clever wheeze, like futurist ideas about cars changing to solar power and everyone working from home," says one leading landlord. Today, the silence is shattered daily by a cacophony of conversions.

More than 100 buildings have been finished or given planning approval since the idea took hold in 1993, according to Mr Marsh's London Residential Research. In Westminster, Kensington and Chelsea alone, almost 50 schemes were completed last year providing 1,500 homes.

The early problem was that no-one dared believe commercial property would fail to recover from recession. Now it is generally accepted that many buildings will never be used for offices again. They are just too inefficient for most occupiers, and upgrading would cost too much. Estimates suggest that 15 to 25 per cent of buildings are obsolete - which is a lot of dead space considering the West End has more than 100m sq ft of offices.

It also means there is a lot more to come, considering that only about 4m sq ft has been converted so far in central London. "Simple economics show that the whole area north of Wigmore Street makes better sense as residential," says Mr Marsh.

Recovery in office rents has presented little threat to the trend because residential prices went up even more over the past couple of years - in some cases by 35 per cent. The only pressure is from developers considering hotels rather than homes, says Mr Marsh. More than 1m sq ft has been approved for these conversions up to the middle of last year.

This has created a frenzy as traders and developers scramble for secondary stock being shed by larger landlords. Safeland, for instance, has raised £7.5m this year alone from buildings that it bought, gained permission for conversion and then sold on. It has recently placed the heart of the prime office core, buying the Great Smith Street library and BTR's building in St James's for

similar treatment. This kind of deal is raising fears that the West End could suffer even greater shortages of prime office stock in future. Even leading names such as Burford have jumped on the bandwagon, putting two buildings around St Martin's Lane and the Sanderson Building, Berners Street, into a joint venture for conversion into hotels.

Any building with "tight, height and parking" is vulnerable to this trend, providing the floors are no deeper than 60ft and the ceilings less than 7ft 6in, says Mr Marsh. He and consultants Allsop & Co calculate that a fringe building let at £15 a sq ft has a likely capital value of £120 a sq ft. Residential conversions are worth £250-350 a sq ft.

But there is a point when conversion loses its attraction. Mr Ralph Pearson of property consultants Chesterton says that when rents hit £20 a sq ft, converters will move on to cheaper pastures.

Even where a landlord has to pay £50 a sq ft to renovate and can let as offices only 00 short leases, the return would be better than prices of less than £100 a sq ft being achieved in sale for conversion, he says.

Risk profiles have also changed. A year ago a landlord would have faced a long void before letting offices compared with a deluge of pre-sales for flats. Media companies are scrambling for space, reflected in a 15 per cent jump in rents.

Meanwhile, far East money, which accounts for a quarter of central London residential investment, could begin to fade as Hong Kong joins mainland China and the pound strengthens.

The prime West End property is likely to be priced out of the conversions market by the end of this year - which comes as no surprise to Mr Marsh, who always believed the best deals were in fringe areas such as Marylebone Road, where Berkeley Homes is converting Marathon House into flats. But conversion could still make sense on individual buildings unable to meet modern commercial needs.

Prime targets could be big period mansions off the main office streets in Mayfair - an apt choice, as they were built to live in. The stately homes in areas such as St James's will remain commercial, however, which is ironic when the purpose-built offices of recent decades are gradually switching to residential.

PROFILE Paddington basin redevelopment: phase 1

Regeneration site nears take-off

Proposals for £150m-worth of flats could be followed by office developments

One of the biggest regeneration sites in Europe could be about to take off following proposals for £150m-worth of flats near Paddington Station by a joint venture between Rialto Homes and Frogmore Estates.

The application is for 633 new flats - providing a mixture of residential accommodation - and parking spaces and 7,200 sq ft of restaurants and shops. This could be followed by

long-awaited commercial developments, ending more than a decade of dereliction and uncertainty in the area.

A complex jigsaw puzzle of holdings in the area has the potential as a site for several million sq ft of offices. Office space is becoming more attractive to tenants who are being squeezed out of the West End because of the lack of large development sites there.

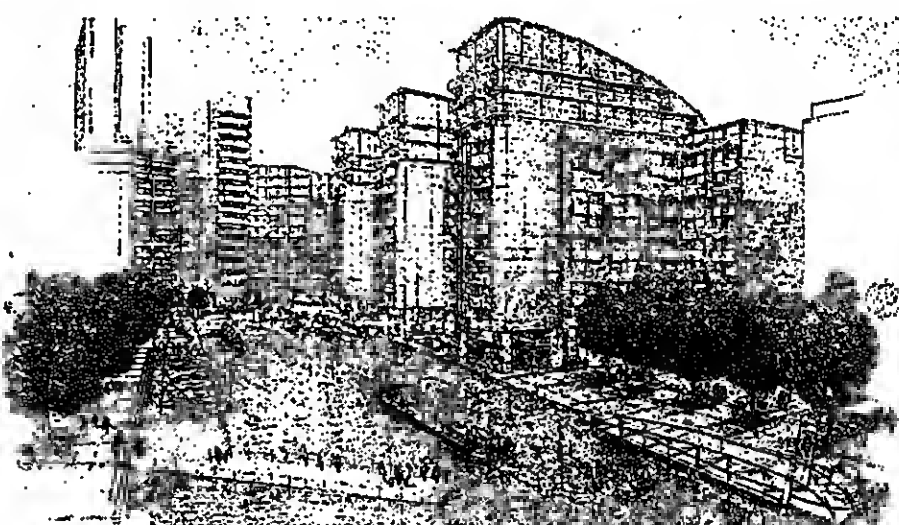
Rialto aims to be the first phase of plans for the 10 acres around Paddington Basin - one of London's largest urban development sites now under the control of Mr Elliott Bernard and Mr Godfrey Bradman, two of the property sector's

biggest names.

Mr Bradman was behind the Broadgate office complex, also built around a station on the eastern side of the City of London. Mr Bernard's company, Chelsfield, is understood to be aiming for a start on the commercial element of the plan this year.

Meanwhile, Regalian is in early discussions for a pre-let of its site on Bishopsbridge goods yard, which has a long-standing planning consent for almost 1.5m sq ft of offices.

Railtrack is also considering an office complex over a remodelled station following opening of the Heathrow Express link to Paddington.



The scheme, designed by architects Paskin Kyriakides Sands, incorporates shops and restaurants

St Mary's Hospital wants to use surplus land near the basin as part of a possible private finance initiative project for upgrading its own buildings.

Westminster City Council is trying to bring the various proposals up to date

with an overall planning brief. The market has changed over the past decade, with housing now playing a bigger role.

But the most significant factor for the West End will be whether one or more major occupiers decides to

take a pre-let.

Names have been raised and dismissed over the years, but this could finally be the year when Paddington gets on to the fast track.

David Lawson

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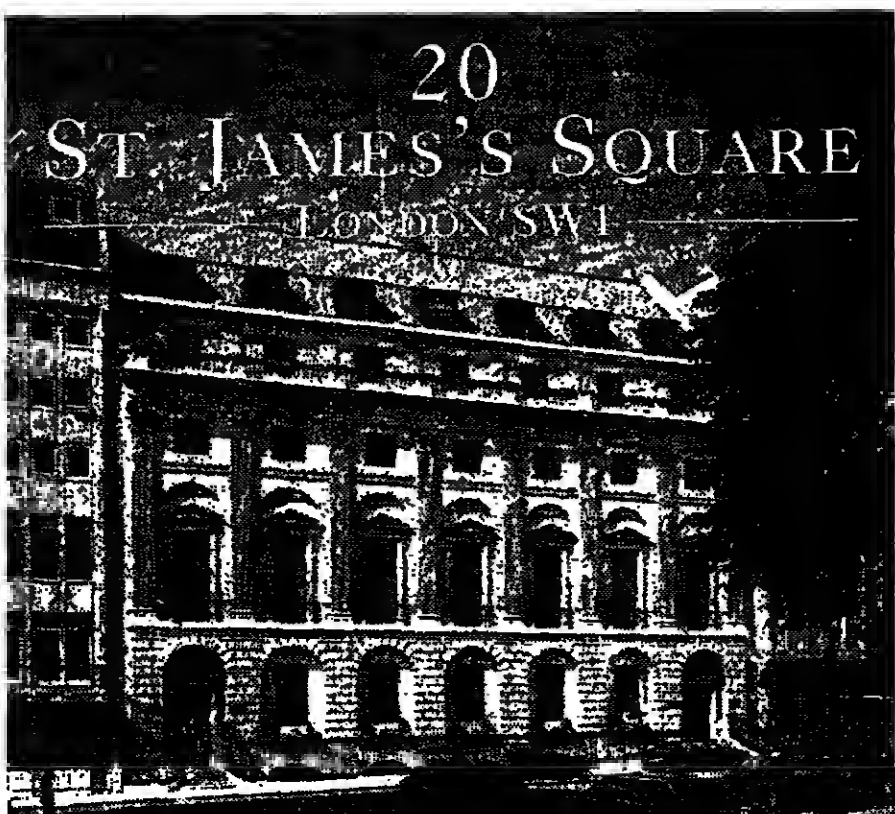
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MANAGEMENT



John Kay

Called to account

Does Shell have a responsibility to take care of the environment or to advance human rights?

Shell did, of course, win the vote at its annual meeting earlier this week, blocking a move to establish external monitoring of its environmental and human rights policies.

But the issues raised by Pirc, the consultancy which represents a number of, mostly left-leaning, institutional shareholders, are not only issues in their own right. They raise questions about corporate governance.

How broad are the obligations of companies to society, and who should define them?

Does Shell have a responsibility to care for the environment, or to advance human rights?

Shell is seriously concerned about its reputation. The problems it has encountered in its attempts to dispose of an oil rig and in Nigeria have been traumatic. It has demonstrated that its environmental policies and its behaviour in the countries where it operates affect its reputation. That, in turn, affects its commercial success.

This seems to make the definition of responsibility an easy one. Shell should care about the environment and human rights because that is the best way for it to go on making money.

Now some of its critics, and some representatives of the company itself, have sheltered behind this figleaf: good business is profitable business. But it is only a figleaf. The maxim that honesty is the best policy is not an ethical maxim, and the person who thinks that is not honest. What do we think Shell should do when its reputation is not at stake? Is it acceptable for it to dump oil in the sea if no one will find out that Shell did it? Or can the company ignore human rights in countries where the regime is so oppressive that details of abuse will never emerge? Ethical behaviour is not so easy.

If the only constraint on behaviour is concern for external reputation, then so-called ethics pass into the hands of public relations consultants.

There are respectable arguments for saying that Shell had found the environmentally most appropriate way of disposing of its oil rigs when it planned to dump them in the sea. And its Nigerian activities are of substantial benefit to ordinary Nigerians.

But if Shell's only concern is its reputation, it has no need, no responsibility, to evaluate these questions - no need to think seriously about the gains and losses for the environment or human rights, arising from its activities. It should simply go along with every piece of popular clamour, however ill-informed that clamour may be.

The right answer is more simple, if more difficult to implement. The right answer is that Shell has responsibilities that extend beyond those it has to its shareholders. Shell - and any other leading company - is obliged to consider the environment and respect human rights, and that obligation is there whether or not that consideration and that respect increases earnings per share.

Now that does not mean

that Shell is, or should be, a philanthropic organisation. Shell does not exist to protect the environment, or to advance human rights. These are the tasks of Friends of the Earth and Amnesty International.

Shell is an oil company and its primary purpose is to fill our petrol tanks, fuel our aeroplanes, and replenish our central heating.

The primary purpose, but not the only one. A good oil company can also be expected to earn good returns for its shareholders, meet the expectations of its employees, and consider the environment and respect human rights.

Now that statement is hard to implement because it involves balances and trade-offs. Just as it is wrong to say that profit must always come ahead of human rights, so it is also wrong to say that human rights must always come ahead of profit.

So where does this leave the Pirc resolution? It suffers from much the same confusion that characterises the law, what people think, and what they say about corporate objectives.

The consultancy is right to emphasise that Shell has wider responsibilities than its bottom line. But the only forum to which corporate managers are accountable - and that rather feebly, as the result showed - is the annual general meeting of shareholders. The consultancy must then argue that its demand for attention to issues of human rights and

the environment is made in its role as representative of the interests of shareholders - which is difficult to demonstrate. Those who criticise Shell might represent themselves as shareholders in order to promote wider interests. They would perpetuate the farce of the notorious British Gas annual meeting. Most of those attending, purportedly there as shareholders, were there to advance political and consumer concerns of an entirely proper kind which they could not express in any other forum.

Now the consultancy wants to see environmental interests represented by an environmental director on the Shell board. That raises fundamental issues about the function of a company board. Is its purpose to represent all the legitimate interest groups potentially concerned with what Shell does? These interests would need to be represented by an employee director, a shareholder director, a customer director, and an inland revenue director - whose job it would be to ensure that the company paid the proper amount of tax.

You only need to describe such an institution to understand why it would not work.

A corporate board is not a parliament, and could not be effective if it were. Its members must be there not as representatives of individual stakeholder groups, but as people who balance all these interests.

Pirc is right to remind boards of the range of these responsibilities, but wrong to believe that the responsibilities are discharged by any form of representative democracy.

John Kay is a director of London Economics and director of the School of Management Studies at Oxford University. This column appears fortnightly.

According to one reputable authority Frederick Taylor belongs with Darwin and Freud in the trinity which shaped the modern world. Though he is scarcely a household name, most business people have a rough idea of who he was: the father of scientific management and the original time and motion man.

Opinion differs on whether Taylor enriched mankind or enslaved it. Arguably, he did both. But since his practical work was completed a century ago, anyone picking up this hefty biography is bound to ask what relevance he has today.

A lot, is the answer. The problem lies in defining it. Much of today's management theory consists of rehashing Taylor's ideas. Equally, much of it seeks to stand Taylorism on its head. There is no denying that in a supposed age of empowerment, Taylor's views strike a chill. He said his method involved "the deliberate gathering in [by management] of all of the great mass of traditional knowledge, which in the past has been in the heads of the workmen." The old method asked employees for their best brains and their best work. "Brutally speaking, our scheme does not ask any initiative in a man. We do not care for his initiative."

What Taylor cared for was blind obedience. "Each employee," he wrote, "should receive every day clear-cut, definite instructions as to just what he is to do and how he is to do it, and these instructions should be exactly carried out, whether they are right or wrong."

Some of his methods raised eyebrows even at the time. At Bethlehem Steel in 1899 he found one man out of dozens who could lift and load 45 tons of pig iron a day. Taylor then made that the norm. Those who could reach it were rewarded with higher pay and shorter hours. The rest quit or were fired.

But as the book makes clear, Taylor was not a monster. He was merely that infuriating creature, the child of privilege who believes he understands the working man.

He grew up in Philadelphia, his parents wealthy enough to take him for a



Clockwatching: what Taylor cared for was blind obedience

Book Review • Tony Jackson

Know your place

Taylor arguably both enriched and enslaved humankind

THE ONE BEST WAY
FREDERICK
WINSLOW TAYLOR
AND THE ENIGMA OF
EFFICIENCY
By Robert Kanigel
Viking
\$34.95, 676 pages

three-year tour of Europe in his early teens. At 18 he passed up the chance to go to Harvard and apprenticed himself instead to a Philadelphia manufacturer of steam pumps.

According to Kanigel, that was less odd than it sounds.

This was in 1874, when America's engineering schools, such as MIT, were in their infancy. The normal route to a career in industry was to start on the shop floor. Taylor was not alone among the wealthy sons of Philadelphia in taking it.

The experience was doubly formative. First, it introduced him to the world of machine tools, in which he was to make his fortune as inventor and consultant. Second, it left him with the abiding conviction that he was himself a son of toil.

For Taylor, this justified turning the workers into mindless machines. He

understood them better than they did themselves, and they would be better off in the long run. Whether they saw it that way is another matter. As one of his colleagues rather sourly remarked, there were no workers at his funeral.

It is Taylor's insistence on control that puts him most at odds with modern management theory. Many corporations now believe that to secure efficiency and innovation it is necessary to call on the ideas and experience of the workforce.

Taylor passionately believed the opposite. He was not interested in what workers thought the best way of doing things. That was merely received wisdom. It had to be scientifically tested. The conclusions should then be codified into best practice and applied relentlessly throughout the organisation.

Nevertheless, Taylor's ideas run more with the grain of modern management than against it. Today's managers repeat by rote that what cannot be measured cannot be managed. Taylor was the original compulsive measurer.

The whole quality movement depends on breaking work down into processes and measuring their efficiency. That is Taylor in a nutshell. Indeed, the further one gets in Kanigel's book, the harder it is to resist the conclusion that re-engineering is Taylorism with computers attached.

The parallels do not stop there. Taylor was a classic instance of the guru as performance artist. He also insisted, as gurus do now, that his methods applied not just to manufacturing, but to life in general. They involved, he claimed, "a complete mental revolution."

Others believed him. They tried to apply his system to health, education and the public sector generally. The first strike caused by Taylorism, in 1911, was at a munitions factory run by the US army. Mussolini was an admirer. So was Lenin.

As Kanigel shows, much of the method was nonsense: hunch and guesswork dressed up as science. But there is no escaping the legacy. "In the past the man was first," Taylor wrote. "In the future the system will be first."

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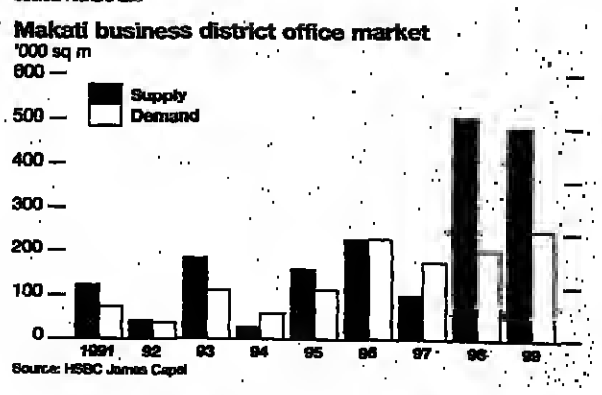
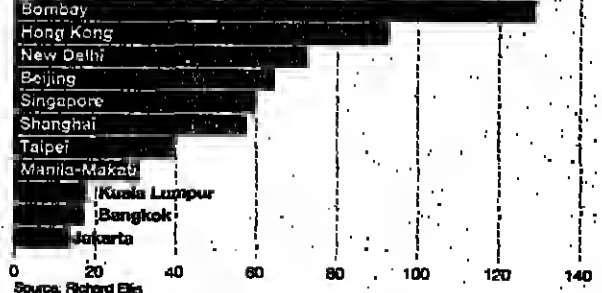
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THE PROPERTY MARKET

City of lost confidence

Manila is losing steam, writes Justin Marozzi



domestic product growth - to warrant caution in making too explicit an analogy. At 160 per cent, the average gearing of listed Thai property companies is four times that of their Philippine counterparts.

A less sanguine view would highlight the potential oversupply in office space in at least one area of the capital and a narrow concentration on the luxury residential market. With new office stock expected to reach 1m sq m between 1998 and 1999, HSBC James Capel forecasts vacancy rates to hit 30 per cent in Ortigas, the capital's alternative central business district where tower blocks are going up fast.

Prospects here are considered by far the poorest among the capital's business districts. In the more resilient Makati, which remains the focus of most business activity in the capital, vacancies are likely to rise to a manageable 8 per cent by

1998. Despite its pre-eminence, Makati is still lacking in adequate supply of high-quality office space - no more than a handful of towers meet international grade A standards.

Prospects are less clear at Fort Bonifacio, the 214ha mixed-use development which will challenge Makati as the capital's premier business district by the turn of the century. So far the take-up rate for the first 1,600 condominium units looks encouraging at 40 per cent. Land prices, meanwhile, have reached 200,000 pesos (\$7,600) a sq m. This compares with Makati at 350,000-400,000 pesos a sq m and 150,000-220,000 pesos a sq m in Ortigas. The Makati-Ortigas differential in particular is expected to narrow.

Mr Seumas Gallacher, director of Metro Pacific, the Philippine flagship of Hong Kong's First Pacific group which led a private sector consortium in a joint venture with the government

for the Fort Bonifacio project, argues the party is far from over.

With about 50 expatriate families in addition to homecoming Filipino executives arriving in Manila every month, the underlying demand for high-end condominiums, the sector of the market which has come under the most negative scrutiny, will remain strong, he says.

"What you're seeing here is not yet a property squeeze as such. Property prices have indeed stabilised but have definitely not come down. It is the junior analyst soundbite syndrome which would have us all believe that a stock market correction necessarily means a property market crash. This is patently absurd."

With an under-diversified stock market weighted towards the property sector, Mr Gallacher fears analysts may create self-fulfilling expectations if the negative tone persists. But property developers still have serious concerns.

"People are now taking a hard look at the market," says Mr Ramon Wilson, vice-president of First Pacific Davies, the Hong-Kong based property group, who warns of emerging weaknesses on the residential side.

"There are 37 residential projects under construction or planned in Makati in the next three to four years, and 16 in Ortigas. There's a lot of supply of quality grade A residential units coming onstream. What the market is missing is middle size units for the middle income guy."

For now, the Manila market has probably shaken off the worst negative sentiment but further uncertainties are compounded by the lack of a meaningful benchmark with which to assess demand, says Mr Rafael Garchorana, property analyst at W.I. Carr.

"I'd challenge anyone to tell me what real demand is," he says. "If there is any one thing which frightens me it's the absence of a secondary market. It's very telling. Anywhere else in Asia it is very active. The fact that people would rather buy on pre-sales terms than fully-built at the same price or even a discount just doesn't make sense."

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ARTS

Singer of focused emotion

Andrew Clark talks to Hildegard Behrens as she prepares for 'Elektra'

Some singers carry a mystique which cannot be explained. Hildegard Behrens is one of them. Face to face she seems small, *jolie-laide*, on stage she looms large and beautiful. She may be a 60-year old grandmother, but she still radiates youth. When you hear her sing, you have the feeling you have glimpsed the heart of the role. That is the Behrens mystique – voice and focused emotion sounding absolutely right at the moment of impact.

Behrens is in London to sing one of her most celebrated parts – the title role in *Elektra*. Her last appearance with the Royal Opera was six years ago, since her UK debut as Leonore in *Fidelio* under Goodall in 1976. London audiences have heard her in only three other roles, and none by Wagner. As anyone who has seen her at Bayreuth, Munich or the Met will know, she is a feminine Brunhilde, a heart-wrenching Katerina Ismailova, a disturbed and disturbing *Wozzeck* Marie. She has an extraordinary capacity to portray the thoughts and feelings of women who have been pushed to the limit of human experience. She is, without doubt, one of the great singing actresses of our time.

Behrens was a late starter. She took a law degree at Freilburg,

resisting the lure of singing professionally until she was 30. Karajan heard her in Düsseldorf in 1974, and chose her for his Salzburg production of *Salome*. Behrens' career was made. She sang her first Brunnhilde in the Hall-Solti *Ring* at Bayreuth in 1983; *Elektra* followed three years later in Paris. Her Mozart and Puccini roles have not met the same universal acclaim – though not through lack of theatrical personality.

Her only setback came in 1990, when a block of stage scenery fell on her at the end of *Götterdämmerung* at the Met. Bruised and traumatised, she lost two years of her career. She became a vegetarian, gave up alcohol and started a strict fitness regime, which has left her healthier and more slender than ever. She now lives in Washington with her husband, the American director Seth Schnaidmann, and 17-year-old daughter Sara.

Conversation with Behrens reveals that, however uninhibited she may appear in performance, every note has been subjected to a precise marriage of thought and gesture. "Taking one step onstage," she says, "is almost impossible for me if I am not secure in knowing exactly what I want to do, how I should look and what I should feel. The more precise my concept, the more chance

there is of conveying it to the audience. It's then you start to take risks – you go for what you have precisely in your mind. If you don't risk much, you don't gain much."

Behrens is a great believer in "mind over matter". She says that if she wants to look tall, she can; if she wants her feet and hands to appear slim, they will. She calls it "a process of shifting the proportions. It's the same with the voice. If you have a clear idea how you want it to sound, the voice has to obey."

And Behrens' voice is unmistakable: it has a built-in vulnerability, and she has kept it youthful beyond the time most singers begin to decline. She has her own technique, and it works well for her. "I'm singing better than ever before," she says. "It's coming easier, with less physical effort."

So how does she approach *Elektra*? Behrens recalls the definition of the word "tragic" she was taught at school: becoming guilty without thought. "The motor for everything is Elektra's child-like love for her father. The tragedy is that this unconditional love becomes self-destructive, because she feels honour-bound to avenge his death. The whole piece is a

dance macabre, from one waltz to the next, anticipating her final triumph. When she achieves it, she turns out like a comet, the purpose of life is exhausted."

And is Behrens exhausted? On the contrary, at the final curtain she feels exhilarated. "My goal is to create energy with the help of the audience – an energy that is positive, high-temperature. That's what theatre is for – getting the audience involved, making them feel love and compassion, so that they understand why the character does and feels things that way."

She says Elektra demands a masculine way of acting. "She's like a fighter – the only thing on her mind is to do the deed. There's no vanity or self-pity. The only chance the audience gets to look into her soul is during the Recognition Scene, when she is reunited with her little brother. She remembers she was once a beautiful princess, and thinks what her life could have been. It's a heartbreaking moment of self-realisation – for a moment she forgets her mission and almost messes up."

Her approach to Wagner is different to other composers, because of the epic length of the musical phrasing. Behrens talks about a body language of "archetypal postures, symbolic pictures, that work on the subconscious of



Her most celebrated role: Behrens singing Elektra in Paris

the spectator. That's why I liked working with Peter Hall at Bayreuth. I could ask him every time, 'Does this come through as fear, or pleading?' I felt very secure with him."

Although she has reached an age when most sopranos move down a gear, Behrens is still counting the parts she wants to sing. Sadly, Lulu does not appear on the list – "too playful for me"

– but Turandot, Cassandra (*Les Troyens*) and Lady Macbeth do. Kundry is the most tantalising prospect: mentioning her own belief in reincarnation, Behrens says she has found the key to a character who is "a mixture of the religious and the erotic. When I get the chance, I'll jump for it."

Behrens at Covent Garden: May 19, 24, 31.

Obituary

Laurie Lee

Laurie Lee, who died this week aged 82, was not what he wanted to be. The canons of English literature do not list him as a poet. He never even made it into Philip Larkin's studiously populist *Oxford Book of Twentieth Century English Verse*. Yet into his old age he thought of himself as such. His conversation was plump with poetical turns and remarks. He scribbled lines on memos. If a nice smile occurred to him, he would immediately hold it up like a prism, seeing if it caught the beauty of oblique apiness.

At the Chelsea Arts Club, where in summer the lunches are tollgates for cocktails, he was venerated as a sort of patriarchal bard. Elsewhere it was his fate to be known by *Cider With Rosie*: and that book's fate to be ordained, by examining boards throughout the English-speaking world, as a test of teenage literary comprehension.

As Lee was first to admit, *Rosie* had been good to him. From 1969, *Rosie* royalties flowed throughout the second half of his life. No more working with film units and ministries. He purchased a house in the Gloucestershire village of Slad where he was brought up, and up to his last years enjoyed pottering over to watch local cricket on the Sheepscote ground that belonged to him too.

Once I asked him if *Rosie* was still knocking around the village. He was briefly grumpy (it was probably the three thousandth time of that inquiry). His evasive answer seemed more a matter of creative rather than amorous discretion. A poet was entitled to invent, was he not? Why hunt the book for documentary chronicles – the stuff of prose?

Other pieces of autobiography, half-invented as they may be, contribute to Lee's reputation: the Spanish travels, which he made first in 1934. He was there before, during and after the Civil War. He was resentful of the way Hemingway and Orwell bogged the literary record of that war, though it was always difficult to imagine young Laurie toting a gun. A fiddle was his ticket to vicinals in 1934.

The picture he gives of himself then – a strolling player, winning applause and adoration – nicely fits the rhapsodic role he coveted. That is why school-teachers who tirelessly expound *Cider With Rosie* as an elegy for the lost rhythms of rural England should beware. A rhapsode sings what he knows will enchant. And that is why the writer himself never seriously deplored the tourist board description of the Cotswolds as "Laurie Lee Country".

It was a sort of justice for the thwarted poet. Laurie Lee loved to be recognised. The ease with which he doffed his panama to those who did was amiably superb.

Nigel Spivey

Theatre

Maternal sisterhood

Plays about mothers and daughters have a long history, stretching back to the Sophocles and Euripides versions of *Elektra*. Plays by women about mothers and daughters are a much newer thing, and different: women know better that all mothers are daughters too.

Two recent plays by women, *If We Are Women* and *Kindertransport*, revolved around that fact, and their cast-lists represented three generations so as to emphasise it. Charlotte Keatley's remarkable *My Mother Said I Never Should*, now revived by the Oxford Stage Company at the Young Vic, represents four: Doris (Oldham-born in 1900), her daughter Margaret, her daughter Jackie, and her daughter Rosie, 15 when the action concludes.

Since its Manchester premiere ten years ago, *My Mother Said*... has been translated into 15 or 16 languages, and placed on the National Curriculum. As in those other two plays, "plot" is a vanishing factor and reminiscence a huge one; but Keatley's piece is bolder and more single-minded. Where *Kindertransport* had a special documentary aspect (about those Jewish children who were sent from Nazi Germany to Britain in the nick of time), and *If We Are Women* was partly a memoir of the author's own mother and mother-in-law, the whole content of *My Mother Said*... is resolutely banal.

"Banal", that is, in the sense that nothing that happens is anything but ordinary – nor the four women either, pleasant though it is to get to know them. The sole secret that awaits disclosure is that Rosie is Jackie's daughter, for Margaret has raised her as Jackie's "younger sister" (not that unusual, perhaps), but when the revelation comes it causes only a squall, not a storm.

Sensational events would



Pauline Lynch and Grace Mitchell in 'My Mother Said I Never Should'

deflect Keatley's purpose, which is to capture the very fabric of mother-daughter relations – mostly in the everyday mode of gossip. (Why, she asks in the programme-book, is that always defined as "idle chat", when for women it amounts to "advice, practical support and hands-on knowledge"?) Subtly, the gossip here tests and exposes the intimate dependencies which underpin everything.

Calculatedly, it also evokes the

sameness and differences between women's basic situations through this century of rapid change. The action hops feebly backward and forward in time, punctuated by interludes in which all four characters play themselves as children in their own times, coming magically together for secret games. There is no deadly whiff of sociological history, no generalising – just down-to-earth gossip; but males in the audience may discover little

by little how much that can mean. Dominic Cooke's direction renders it all translucent. The play is sensitively lit by Paul Russell, and Gary Yershon has supplied apt scene-music. Every actress conveys her role with commitment, though they all have actressy moments when playing far below their ages. Women will love it; men had better go with a close female friend or partner.

David Murray

Theatre/Alastair Macaulay

Ideas, Effects, but little substance

Ideas keep droning through the air during Peter Weiss's *Marat/Sade*, ideas of different types and sizes and flying in different directions. The ideas – about the nature of dramatic representation itself, about art, politics, history, suffering, enjoyment, cruelty, and sanity – are all post-Brechtian. So it seemed a good idea that the National Theatre programmed *Marat/Sade* after Brecht's *Caucasian Chalk Circle* in its season of plays performed in the round in its Olivier auditorium.

Marat/Sade, new in 1964 and subsequently given a famous Royal Shakespeare Company production by Peter Brook, has long enjoyed a reputation as a shocker. Today, however, even in a perfectly adequate staging directed by Jeremy Sams, it proves a non-event. (Walking out of the National Theatre into a violet evening on the South Bank was like the relief that follows having your head banged against a wall – for 150 minutes.) Sure, it has gore, lunacy, nudity, the guillotine, grotesque births onstage, masturbation, whipping. In context, however, these feel like the merest effects. Meanwhile, above them, the play's atmosphere is polluted by all the conflicting gases of those ideas.

Fifteen years after the death of Marat at the hands of Charlotte Corday, the Marquis de Sade has the events that culminated in that assassination re-enacted by the inmates of the asylum of Charenton. He is the playwright, and he also rules over the play in a series of speeches that are chiefly part of a long debate with Marat about revolution. This *Marat/Sade* dialectic – though full of clever and audacious comments – is the most torpid element of *Marat/Sade*.

The lunatics-as-actors aspect once in a while produces human ironies that almost turn *Marat/*

Sade into a work of art. (One thinks of Dostoyevsky's *From the House of the Dead*, of Chekhov's *Ward No 6*, and, with the narcotic who is reluctantly goaded into playing Charlotte Corday, of Kundry roused from her slumbers in Wagner's *Parsifal*.) But the ironies never grow into drama. Around this, Weiss adds a debate between Sade and the asylum's director, Monsieur Coulmier – between the playwright and the censor or critic – of crashing unsuitability. The mind wanders.

It does not help Sams's production that a loud whirr above the stage – air-conditioning? – accompanies it from first to last. But three of the performances have distinction. Anastasia Hille, an actress who keeps finding new facets of herself, is a traumatised, quasi-somnambulist "Charlotte Corday". She is poignant, arresting, driven. As Sade, David Calder is so skilled an orator that he keeps drawing our attention to what he is saying. A pity that the play makes him a mere mouthpiece. As the strait-jacketed Jacques Roux, Philip Franks alone transcends the play, linking its layers and ironies with rare eloquence and humanity, like a prophet in the wilderness.

Corin Redgrave's account of Marat is completely focused, but he concentrates too much on the surface of his role. In this case, he makes such a meal out of the Scottish accent he adopts and the richly-cadenced inflections he gives to every cluster of words that it is frequently impossible to notice what he is saying. Dave Fishley, Kevin Walton, Jenny Galoway and Freya Copeland have to sing quartets to sub-jazzy music by Richard Paaslee that kept reminding me of the Fraser Hayes Four; and all the lunatics have various kindergarten chants that are uniformly mega-dull.

Nigel Spivey

INTERNATIONAL ARTS GUIDE

AMSTERDAM

EXHIBITION
Nederlandsche Scheepvaartmuseum Tel: 31-20-5232311
● Mariëtte Meesters. Scheepvaart op Tekeningen, 1800-1800: exhibition of 100 drawings which reflect shipping's status as the principal pillar on which the Dutch Republic's economic and political power rested; to Jun 30

BERLIN

CONCERT
Konzerthaus Berlin Tel: 49-30-203090
● Elijah: by Mendelssohn. Conducted by Michael Schonwandt, performed by the Berliner Sinfonie-Orchester and the Chor des Dusseldorfer Musikvereins; May 18

EXHIBITION
Kupferstichkabinett – Sammlung der Zeichnungen und Druckgraphik Tel:

49-30-26629598
● Paul Klee – Späte Zeichnungen: display of drawings produced by the Swiss artist in the years 1938 and 1940, including the cycle of 16 works entitled "Der Inferno Park"; to Jun 8

CHICAGO

EXHIBITION
Art Institute of Chicago Tel: 1-312-4433600
● Charles Rennie Mackintosh: billed as the most comprehensive show of Mackintosh's work ever mounted, this exhibition features over 200 objects, including architectural drawings, room settings, furniture, decorative arts, models, watercolours and reconstructions of interiors; to Jun 22

COLOGNE

EXHIBITION
Museum Ludwig Tel: 49-221-2212379
● Jasper Johns: retrospective exhibition devoted to the work of the American artist spanning four decades of artistic achievement. Drawn from public and private collections throughout the world, the exhibition comprises approximately 200 paintings, works on paper and sculptures, including recent work never before shown to the public; to Jun 1

COPENHAGEN

EXHIBITION
Charlottenberg Exhibition Hall

Tel: 45-33 13 40 22
● Association Danolse Exposition: large-scale exhibition of work by Danish artists; from May 16 to Jun 22

EDINBURGH

EXHIBITION
Royal Scottish Academy Tel: 44-131-2256671
● Royal Scottish Academy's 171st Annual Exhibition: exhibition featuring works by many of Scotland's leading contemporary artists, sculptors, printmakers and architects; to Jun 5

LONDON

CONCERT
Barbican Hall Tel: 44-171-6384141
● City of London Sinfonia: with conductor Richard Hickox in works by Mozart, Chopin, Beethoven and Haydn; May 19
● London Elizabeth Hall Tel: 44-171-9210600
● London Sinfonietta: with conductor Marcus Stenz, bassoonist John Orford and soprano Rosemary Hardy in works by Stockhausen and Zimmermann; May 18

OPERA
Royal Opera House – Covent Garden Tel: 44-171-2129234
● Elektra: by R. Strauss. Conducted by Christian Telemann; May 19

MADRID

EXHIBITION
Museo Nacional Centro de Arte

Reina Sofia Tel: 34-1-4675062
● Manuel Rivera: display of 59 paintings by the Spanish artist produced between 1958 and 1984. Rivera centres his work around concepts of space and light and the exhibition also includes two sculptures and 24 works on paper, all of which have never before been seen in public; to Jun 16

NEW YORK

EXHIBITION
The Pierpont Morgan Library Tel: 1-212-685-0008
● Private Histories: Four Centuries of Journal Keeping: exhibition offering a rare opportunity to inspect the personal journals and diaries of various figures from the past 300 hundred years, including Albert Einstein, Sir Isaac Newton, Charlotte Brontë, Walt Whitman and Sir Walter Scott; to Aug 31

MUSICAL
Shubert Theatre Tel: 1-212-239-8200
● Chicago: by Ebb and Fosse. Directed by Walter Bobbie. The cast includes Ann Reinking, Bebe Neuwirth, James Naughton and Joel Grey; to Dec 31

PARIS

CONCERT
Cité de la Musique Tel: 33-1 44 84 45 00
● Chœur de Chambre de Stockholm: with conductor Eric Ericson in works by Brahms, Nystedt, Mahler and Webern; May 20

EXHIBITION
Musée Carnavalet Tel: 33-1 42 72 21 13
● Nouréev: exhibition devoted to dancer/choreographer Rudolf Nouréev. The display, which draws upon Nouréev's personal collection, features costumes, posters, photographs, personal belongings – including furniture, paintings and prints – and other objects painting a picture of his artistic and private life; to Jun 27

PHILADELPHIA

EXHIBITION
Philadelphia Museum of Art Tel: 1-215-763-8100
● Rodin and Michelangelo: A Study in Artistic Inspiration: exhibition featuring over 50 drawings and sculptures illustrating the influence of Michelangelo on the French sculptor; to Jun 22

PRAGUE

CONCERT
Smetana Hall Tel: 420-2-533474
● London Symphony Orchestra: with conductor Sir Colin Davis and pianist Alfred Brendel in works by Mozart and Brahms. Part of the 1997 Prague Spring International Music Festival; May 18

ROME

EXHIBITION
Galleria Nazionale d'Arte Moderna Tel: 39-6-322 981
● Ferruccio Ferrazzi: Dipinti E Disegni Svizzeri, 1916-1917: display featuring 50 drawings,

produced by the Italian artist during his stay in Switzerland during the First World War. Ferrazzi's work shows the influence of Futurism and the Roman School; to Jun 15

STUTTGART

EXHIBITION
Staatsgalerie Stuttgart Tel: 49-711-2124050
● Magie der Zahl – Zahlenspiel und Arithmetik in der Kunst des 20. Jahrhunderts: exhibition focusing on the use of numbers, arithmetic and statistics in 20th-century art. Artists represented include Johns, Warhol, and Magritte; to May 19

VIENNA

CONCERT
Konzerthaus Tel: 43-1-7121211
● Oleg Maisenberg: performance by the pianist accompanied by Annette Bk, Christian Tetzlaff, Tabca Zimmermann and Boris Pergamenschikov. The programme includes work by Schumann, Mozart and Brahms. Part of the Internationales Musikfest der Wiener Konzerthausgesellschaft; May 18, 19

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COMMENT & ANALYSIS



Philip Stephens

Loss of innocence

A clash between Labour's expectations and reality is inevitable, especially over the welfare state and Europe

We are left breathless by the pace, tossed to and fro in the whirlwind of change. Dozens of initiatives jostle for our attention. An announcement here competes with a new policy there, a mission statement hither elbows aside a fresh start thither. No fewer than 26 new laws are crowded into the Queen's Speech. To cap it all, Britain has made friends again with Europe. New Labour is working.

There is more. Tony Blair speaks of a liberation. The burdens of office, says the prime minister, are as nothing against the frustrations of opposition. So swiftly has Gordon Brown made his mark at the Treasury, he might ever have been chancellor. The optimism infects the cabinet. After so long in the wilderness, it is a wondrous thing to pull a lever and find it does not come away in your hand.

The intoxication is fed by the wretched condition of the Conservatives. To gaze down on the ragged, depleted ranks of Her Majesty's Loyal Opposition in the House of Commons this week was to marvel at how wrong we once were. How many times was it said during those 18 years that here was a party destined to rule in perpetuity? How impossible it now seems that Conservatism might one day reclaim the mantle of office.

Enough. Three weeks ago the conventional wisdom had it that New Labour was bereft of ideas. It would bring to government nothing more than more of the same. Now we are told Mr Blair need only raise an eyebrow and the nation will be healed. The fashion is as wrong now as it was then.

To be sober is not to be cynical. Mr Blair's exuberance is well earned. I confess to my own moments of light-headedness when assumptions woven deep into the fabric of Whitehall have been casually torn out by the new arrivals.

It will be fiendishly difficult for Robin Cook to add an ethical dimension to Britain's foreign policy, but it is good to know he will give it a shot.

Yet every new administration must pass from innocence to experience. Politics deals in panaceas, government is about grind. It will not be long before the first flush of ministerial enthusiasm gives way to a grim realisation of what they have let themselves in for by adopting the Conservatives' public spending targets. Nor, if the sado-monetary tone of the Bank of England's latest Inflation Report is a fair guide, will Mr Brown's decision to surrender to the Bank control over interest rates look quite such a winning bet.

Nowhere is this inevitable clash between expectations and reality more likely than in two of the areas destined to dominate Mr Blair's administration: at home, the welfare state; abroad, Britain's relationship with the rest of Europe.

We should not doubt Mr Blair's intent to overhaul the welfare state. When he remarked this week that governments had "reached the limits of the public's willingness to fund an unreformed welfare system", the prime minister was speaking from the gut. Work pat-

Mr Blair, eager to strut the international stage, could soon find himself dining not with the Germans and the French but with the Greeks

terms, the distribution of output and employment, and social structures had changed out of all recognition since Beveridge's blueprint 50 years ago.

This instinctive conviction that it is the task of the welfare state to reform it is buttressed by Mr Brown. The former chancellor most admired by the present occupant of No 11 Downing Street is the Liberal David Lloyd George, the father of the state insurance system. To talk to Mr Brown is to appreciate how deeply he has immersed himself in both principle and detail. He rattles off statistics about long-term unemployment, lone parents, tax and benefit traps and pilot projects with an easy fluency colleagues reserve for the football scores.

Nor does he disguise his admiration of the way the US wields stick and carrot to get the unemployed back to work. Whether the chancellor can do more in his first Budget than put in place the promised programme for 250,000 young and hard-core jobless is questionable. But a lot more is promised.

The lunacies in the system need no signposting: the tax and benefit merry-go-round which sees the working poor facing marginal tax rates of 70 per cent-plus; the traps which drive women to give up work when their husbands are made redundant; the benefit disregard thresholds which make childcare and paid employment mutually exclusive.

To identify the perverse incentives and inefficiencies, however, is to begin to understand their intractability. This is an area where the law of unintended consequences applies with a vengeance. It is easy to explain why two-earner households can so quickly lose both incomes; much harder to tailor the benefit

system to a more sensible outcome without injecting distortions elsewhere.

There is something else. Mr Blair wants savings from the £90bn-a-year benefits bill. But Mr Brown's plans to fund his welfare-to-work programme through a windfall tax on privatised utilities acknowledges that reform costs money. You have to spend before you save in the benefits system.

Europe presents a different challenge. Mr Cook has set out the basis on which Britain will sign a new treaty in Amsterdam next month. Other governments, their energies now directed towards economic and monetary union, have been trimming their ambitions. So the odds are a deal will be done.

But the warm glow across the Channel will not remove the strategic dilemma for Mr Blair. He has all but ruled out joining the vanguard of Emu. Yet if (more likely, when) the single currency is created in January 1999, it will redefine the continent's political core.

Britain may stay on friendly terms with its partners, but its influence will wane. Mr Blair, as eager to strut the international stage as any recent prime minister, could soon find himself dining not with the Germans and the French but with the Greeks. I happen to agree that standing aside from Emu at the outset is sensible economics. But it must be slotted into a broader political strategy.

LETTERS TO THE EDITOR

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CBI has not specified a national minimum wage

From Mr J. Adair Turner

Sir, Your report that the Confederation of British Industry has said business "would be able to accept a national minimum wage of up to £2.50 an hour" ("Minimum wage: Whitbread's chief executive to head new advisory body", May 14) is misleading.

I would like to make clear the fact that the CBI has not named an acceptable figure for a national minimum wage.

What we have in fact said

is that a national minimum wage of £3 an hour would have limited effect on employment, so long as there was no general attempt to restore pay differentials.

Above that, there is obviously a range of possible figures at which the level could be set, which in turn will have an increasing effect on the labour market.

The job of setting the level of a national minimum wage will fall to the Low Pay Commission set up

by the government.

The CBI is currently in detailed discussion with those sectors which are most likely to be affected by a national minimum wage, and it will seek to play a constructive role in the work of the commission.

J. Adair Turner, director-general, Confederation of British Industry, Centre Point, 108 New Oxford Street, London WC1A 1DU, UK

Legislation points to nanny state

From Mr Iain C. Baillie

Sir, Robert Rice ("Caught out by default", April 29) exposes what can only be described as a disastrous piece of nanny legislation.

There is always somebody who has lost money in a fraudulent business scheme but most of those who lose money in pyramid schemes do so because of stupidity and greed. One must ask whether legislation which is causing immense disruption to the normal business community because of the inability of the drafters to define workable schemes achieves anything for the community.

Many small business people also suspect that this is a backdoor attempt by the Treasury to force many firms who would not otherwise register for value added tax to do so. One suspects that this legislation is civil service-driven, rather than politically-driven, with the hallmarks of persons inexperienced in business.

Any sensible draftsman would have recognised that it is impossible to draft all inclusive legislation in this field and would have confined the act to the more egregious schemes with fraudulent intent.

Otherwise legitimate schemes in some cases operated by individuals in a fraudulent manner can then be left to the general law of fraud.

In the US, there is a concept that before legislation can be passed there must be an environmental impact statement. Perhaps those responsible for legislation should be required to prove that their proposals will not have an inappropriate impact on legitimate business rather than wait until damage has been done by ill advised draftsman.

Iain C. Baillie, 20 Chester Street, London SW1X 7BL, UK

Mood for Turkey's future anything but blue

From Mr Yücel Söylemez

Sir, I agree with the statement that rating agencies fail to perceive the true dynamism of Turkey's economy, whatever the Turkish economy's fallings are ("Turkey's mood blues", Observer, May 8).

Sir Martin Laing, chairman of the Confederation of British Industry, publicly praised recently in London the Turkish economy as "dynamic, healthy and resistant" and "giving British investors unprecedented access to the Turkish market".

Sir Martin also pointed out - at the same dinner of the Middle East Society - that "Turkey was an exciting country for both traders and investors", adding that "Britain's annual trade with Turkey now stands at £2.5bn in volume worth and the British export some £1.5bn a year".

Sir Martin recommended the Turkish market to everybody on the strength of his own experience.

That partial diagnosis contrasts starkly with Observer's bleak picture as outlined in "Moody Blues".

Moody's report comes from its regional office at Limassol, Cyprus, which Observer underlines "as no friend of Turkey".

No wonder that Mr Üfak Söylemez, Turkey's economy minister (no relation), describes the "Moody Blues" report as being "written by remote control".

Yücel Söylemez, representative, Turkish Trade Office, Suite 1905, 333, Keelung Road, Taipei 110, Taiwan

Source of British workers' attitude problem

From Mr Kenneth P. Armitage

Sir, The latest annual survey of companies, workers and attitudes to conditions, relationships and training, from International Survey Research (ISR) of London, states - when referring to British workers - that "despite significant attempts at corporate restructuring and re-engineering, employee attitudes towards the organisation and the efficiency of their work are among the least favourable in Europe". ("Europe's

unhappy world of workers", May 14).

May I suggest that the dissatisfaction is caused by the almost continuous processes of delayering, downsizing, restructuring, re-engineering and outsourcing during the past decade or so, and the loss of middle-management jobs, which has had a direct impact on internal and external communications.

What people need, in their personal lives as well as in the workplace, are ele-

ments of security and of stability.

When companies keep moving the goalposts, and more often than not accompanying such moves by rounds of redundancies, then relationships are necessarily strained.

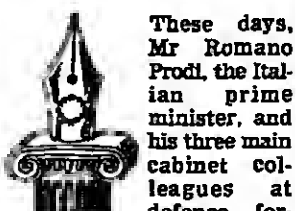
That is one important reason why people become critical of senior management.

Kenneth P. Armitage, 6 Deben Valley Drive, Kesgrave, Suffolk IP5 2FB, UK

Europa • Sergio Romano

Italy's mission impossible

The sending of soldiers to Albania has been beset by domestic and foreign problems



These days, Mr Romano Prodi, the Italian prime minister, and his three main cabinet colleagues at defence, foreign affairs and interior devote more time to Albania than to European monetary union. Albania has become a political headache.

To obtain approval to send some 2,000 Italian troops to Albania on a mission blessed by the United Nations and the Organisation for Security and Co-operation in Europe, Mr Prodi was nearly forced to resign. He lost part of his parliamentary majority - the Reconstructed Communists - and was obliged to rely on the centre-right opposition.

To ensure the mission does not fail, the premier and his foreign minister have had to perform a diplomatic salom between Mr Sali Berisha, the Albanian president who has been the Rome government's favourite, and Mr Bashkim Fino, the prime minister, who enjoys the sympathy of the Italian left.

The Italian mission must create the conditions which encourage a return to normality. Yet the rules of engagement prevent any action to neutralise the armed bands operating in southern Albania.

The mission must also create the conditions for a restoration of democracy; but elections will not be credible if half the electorate goes to the polls carrying a Kalashnikov. The mission is due to last until the end of June, but no one can be sure the situation will permit the military to leave easily.

One might ask why Italy has thrown itself into such a complex and uncertain venture when it has so many other problems. These include the difficult relationship with Brussels over putting Italy's public finances in order and the next steps in the Maastricht treaty.



Diplomatic move: Beniamino Andreotta (left), Italian defence minister, at a press conference in Tirana this month with Shqip Vukaj, Albania's defence minister

Domestically, it must contend with a stagnant economy, high unemployment, discontent in northern Italy and the government's own instability.

To understand the rationale of the military mission to Albania one must remember that only 90 nautical miles of the Adriatic separate southern Italy from Albania. This stretch of water is a kind of Rio Grande, and Italy exercises the same fascination over Albanians as California and Texas do on Mexicans.

Albanians only have to switch on their television sets to see exciting football, dazzling quiz shows, seductive dancers, licentious sex and appetising advertising slots. This has encouraged a considerable trade in human cargo, run largely by organised crime. The "ticket" costs on average £1m (\$980) and passage is also offered to other nationals - Arabs, Chinese, Indians - anxious to cross "the water curtain" that separates a rich Europe from an underdeveloped world.

Once these illegal immigrants arrive in Italy they generally make themselves scarce. Some stay, others move on to France and Germany. If they are picked up and expelled, they can appeal against the expulsion order, and while awaiting sentence can disappear.

This was the state of affairs prior to the collapse at the beginning of this year of the financial pyramid schemes which caused the loss of so many Albanians' savings. With the financial crisis, the rhythm of illegal

emigration accelerated - to some 15,000 people in the space of a few weeks.

The Albanians have put in place a form of humanitarian blackmail: they board aged, unseaworthy vessels and arrive off the coast of Puglia, forcing Italy to accept responsibility for their salvation. During Easter week, one of these ships laden with emigrants was sunk after an incident with the Italian navy and this shocked Italian public opinion. As a result, Albanians have concluded that Rome will no longer have the heart to enforce a serious blockade. And so the businessmen have resumed selling their "tickets" to those seeking a better life.

In other circumstances, Italy could absorb these immigrants and provide them with temporary work permits. But the government has to take account of several factors which seriously reduce its freedom of movement. Unemployment is officially at 12.5 per cent, and the public fears that these arrivals will swell the ranks of organised crime in areas where the Albanians are already well rooted - drugs, prostitution, arms and cigarette smuggling. The parties of the left would like to see the Albanians treated humanely; but the unions are not really willing to accept flexibility in labour practices that would allow them to be given jobs.

Thus at every turn, the government runs into a roadblock. It cannot stop the Albanians before they reach the Italian coast; it cannot send them all back within a

few hours; it cannot concentrate them in camps; and it cannot allow them to work. In essence, the reasons why the government cannot control the Albanian crisis are the same as those which make it so difficult to meet the Maastricht convergence criteria: a poor economic cycle, a discontented public and union vetoes.

The idea of a military mission in Albania grew out of this impotence. The government decided to initiate and lead an international mission, hoping the arrival of several thousand European soldiers would help restore order and put an end to the exodus. For the moment this hope has failed to materialise. The Albanian mafia has realised that the Italian authorities have every right save that of using force, and consequently have resumed sending boats across the Adriatic.

There is still a ray of hope that Albanian politicians can agree to hold elections and that these take place freely. But unless the rules of engagement are changed, the international mission - in particular the Italian contingent - cannot intervene against the criminal organisations, which have political backing. Nor can they disarm the rebel bands.

They must also avoid being dragged into domestic politics and ensure their departure does not make matters worse. Having gone to save Albania, Italy risks becoming its hostage.

The author is a historian and columnist for La Stampa, the Turin-based daily newspaper

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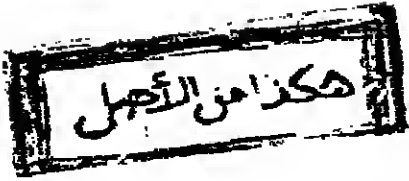
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COMMENT & ANALYSIS

FINANCIAL TIMES

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Friday May 16 1997

Germany in a hole

To lose 1/4 per cent of gross domestic product from the budget would usually be considered careless; but in Germany mid-1997 it is dicing with the country's European destiny. Or so you would think, judging by the frantic soul-searching in Bonn and Frankfurt yesterday in response to news of the DM18bn (\$10.4bn) shortfall in this year's tax revenues.

These Waigel, the German finance minister, sought to play down the significance of the new revenue estimates. In more normal times his protestations would have been better received. After all, the Finance Ministry had already pencilled in a DM8bn shortfall in federal tax revenues in the revised budget estimates published in January. And, in theory at least, the government had left itself room for just this kind of slippage in setting its target deficit at 2.5 per cent of GDP for 1997, well within the 3 per cent criterion for monetary union laid down in the Maastricht treaty.

But as Mr Waigel himself noted in yesterday's press conference, disappointing revenues are only half the problem. Slow growth and persistently rising unemployment have also put pressure on the spending side of the balance sheet. Additional unemployment insurance costs are expected to produce an over-shoot in spending of between DM10bn and DM20bn. The result could be a projected general budget deficit closer to 3.5 per cent of GDP than 3 per cent.

Mr Waigel has spent more than a year arguing that, where fiscal policy is concerned, every tenth of a per cent of GDP counts. Countries which wish to qualify for monetary union must limit their deficit to 3 per cent come what may. If "three means three", then a 1/4 per cent of GDP gap means trouble: enough trouble for the government to risk the charge of selling the family silver to fill it.

Revaluing the Bundesbank's gold reserves along the lines being discussed yesterday by Mr Waigel and the bank's president, Hans Tietmeyer, is not the same as selling the reserves. The government claims that this would have had to happen sooner or later in the course of moving to single currency. But like the sale of additional Deutsche Telekom shares, also announced yesterday, it smacks of precisely the kind of creative accounting which Germany has so criticised in lesser countries' 1997 budget plans.

The whiff of hypocrisy would be less problematic if there were not an important domestic reason for Germany to have taken the moral high ground. Chancellor Helmut Kohl needed to convince the voters that ERM would mean sharing the tough-mindedness of German economic policy with others; and not, as many feared, diluting it. Mr Waigel's cunning wheeze could help Mr Kohl avoid a damaging delay to ERM. But it will not silence German fears for its contaminating effects.

An Irish punt

Mr John Bruton, the Irish prime minister, is taking a considerable gamble in calling an early election on June 6. He is banking on the thriving state of the Irish economy, and a creditable record of job creation, to carry his three-party coalition back into office. But the political arithmetic in Ireland is decidedly complex, and the electorate notoriously fickle. Mr Bruton may prove a rash punter.

In the first place, the Taoiseach is asking the electorate to back his rainbow coalition, including both the centre-left Labour party, and the more radical Democratic Left, rather than simply voting for his traditionally conservative Fine Gael party. That coalition has been much more stable and more conservative than expected when it came to power in late 1994. It was united then by a desire to get the ruling Fianna Fail out of office, rather than by common interests.

In the last two and a half years these unlikely bedfellows, presided over by the reassuring figure of Mr Bruton, have kept steady hands on the economic tiller, and done their best to keep the Northern Irish peace process alive, without too much assistance from Belfast or London. Yet it is asking a lot of the Irish electorate, which has always voted overwhelmingly either for the conservative Fianna Fail or the equally conservative Fine Gael, to make a positive choice for such a combination.

The fate of Mr Bruton's government will depend on two things: on the performance of his partners in the depressed working-class areas of Ireland's main cities; and on the public perception of whether his administration offers a more honest alternative to Fianna Fail, repeatedly tarred by the brush of financial scandal.

The problem for Mr Dick Spring, the Labour party leader, and for Mr Pádraig Kirby, leader of the Democratic Left, is that Ireland now boasts two economies. There is a thriving modern sector, which has attracted much foreign investment, and looks set to grow at more than 5 per cent a year through the millennium; and there are pockets of chronic, structural unemployment in the city centres of Dublin, Cork and Limerick, where the two left-wing parties enjoy their main support. They have seen few of the benefits of economic growth so far.

As for the question of financial probity, it has come back to haunt Mr Bruton as well as Mr Bertie Ahern, his Fianna Fail rival. Politicians of both parties have been named as recipients of millions of pounds from the Irish supermarket magnate, Mr Ben Dunne. The government's image of being above suspicion has been damaged. The opposition has increased its lead in the opinion polls from 8 to 11 points since April. The administration's excellent economic record is in danger of being forgotten.

Wall Street ahoy

European investment banks have long aspired to a bigger role on Wall Street. Time and again they have either missed their opportunities or failed to make a mark with acquisitions. What are the chances that SBC Warburg, the London-based arm of Swiss Bank Corporation, will buck the trend with its proposed \$600m acquisition of the venerable Dillon Read?

If Warburg's own history is any guide, the odds are inauspicious. In the 1970s, when US banks were going cheap, it failed to consummate a deal with one of Wall Street's finest, Kuhn Loeb, because of personal frictions between the main participants. Warburg ended up instead taking a joint stake with Paribas in Chicago-based A.G. Becker, which had grown with the burgeoning commercial paper market. It was a poor investment that took Warburg nowhere.

In the present decade Warburg came close to making an offer for Salomon Brothers when the big US securities house was down on its luck. The British could not summon the confidence for such a big transatlantic leap. There followed the abortive merger with Morgan Stanley. Now, after the sale of Warburg to SBC, comes

the offer for Dillon Read - a small house, with a long history and a place in the league tables that signifies genteel decline.

SBC Warburg has chosen to pay three times book value for the bank at a time when the stock market is scaling dizzy peaks and the economic cycle is relatively mature. Dillon Read has good good corporate clients and sound skills. It is not a bad base on which to build, if the Europeans can hold the enlarged team together.

But this is not the coup to which the London bank would once have aspired. And for the Swiss parent, it marks a different route to the one preferred by other European giants such as UBS and Deutsche Bank, which are not keen at present to make acquisitions in the US.

The striking feature of Wall Street today is inflation in the price of assets, inflation in the price of securities and inflation in the price of skills. It is possible, if hard to believe, that SBC Warburg will succeed against the odds in transforming the merged operations into a pre-eminent global investment bank. It is certain that the partners of Dillon Read have pulled off an excellent deal.

A micro battleground

Intel, which dominates the computer chip industry, is facing legal challenges from smaller rivals, says Louise Kehoe

Move over Microsoft. It is time for Intel to take the heat. As the west coast behemoths of software and semiconductors, Microsoft and Intel play dominant roles in their respective industries. Until now, only Microsoft has seen its success lead to a public backlash.

Now it is Intel's turn. In a sweeping patent infringement lawsuit filed this week by Digital Equipment, one of the largest US computer manufacturers, Intel has been accused of unlawfully using patented microprocessor technology. This comes just days after the embarrassing revelation of a flaw in Intel's latest Pentium II chips. To cap it all, Cyrix, a small Texas chipmaker, has weighed in with its own patent lawsuit.

Intel is a big target. With 1996 profits of \$5.2bn (\$3.2bn) on revenues of \$20.8bn, the company is often called Silicon Valley's "money machine". The joke is that Intel should give up making chips and simply print dollar bills.

With 85 per cent of the world market for general purpose microprocessor chips, its position appears unassailable. To drive its technology forward, Intel plans to spend \$4bn on new plants and equipment this year and \$2.5bn on research and development. No other company comes close to this rate of spending.

Intel's technology - the semiconductor chip, the microprocessor and the dynamic random access memory chip are all Intel inventions. It has won it world-wide acclaim. It is regularly listed among the "most admired" companies in the US. Its financial performance wins accolades on Wall Street and its management style is renowned in business schools.

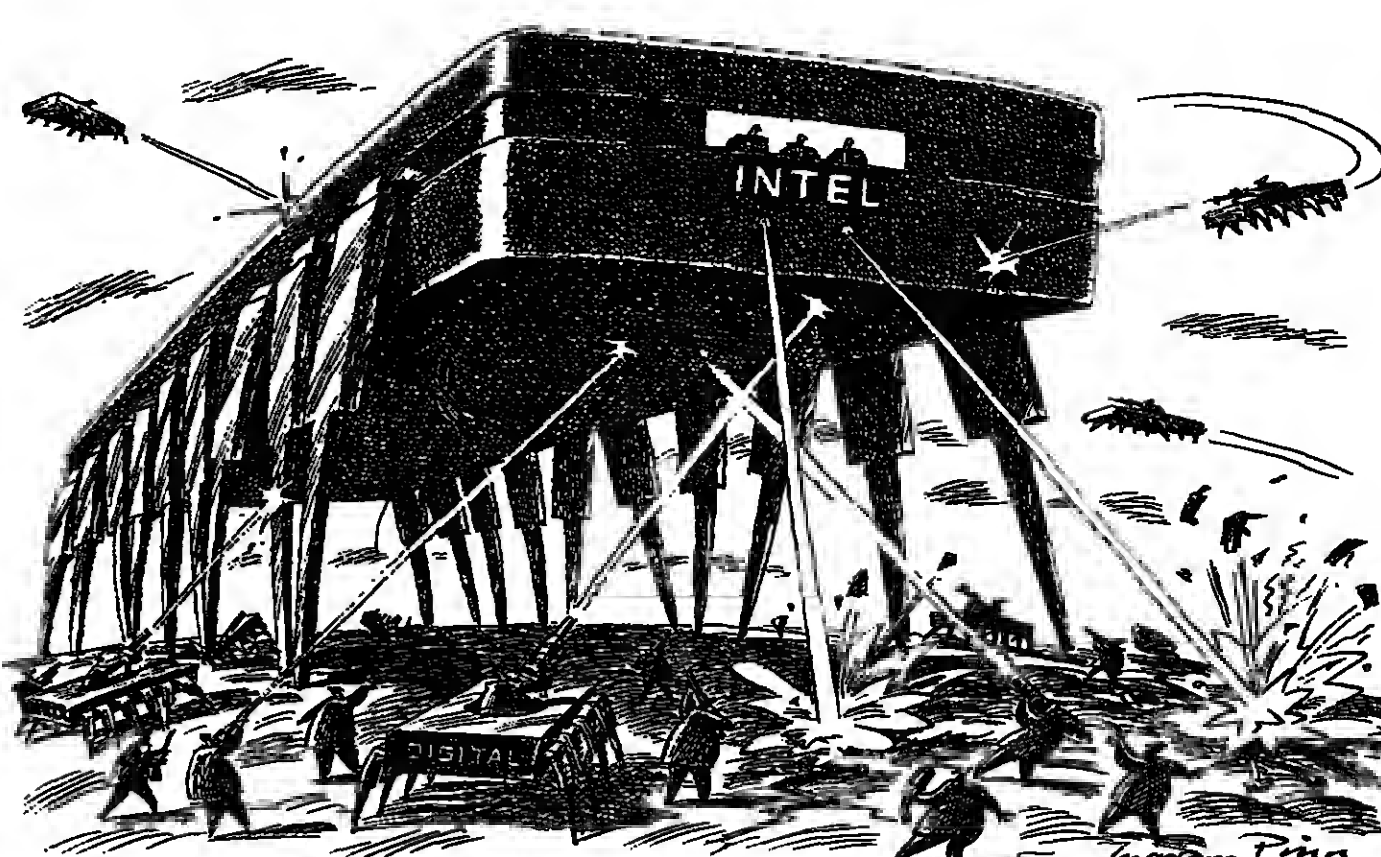
Yet Intel has its critics. On Internet newsgroups and in Silicon Valley eateries, Intel's "obscene profits" are a constant topic. Just as Microsoft has been branded the "evil empire" by its critics, so Intel is depicted by some of its competitors as the "dark force" because of its pervasive influence.

Digital's lawsuit has brought debate over Intel's role in the computer industry to the fore. Digital has charged Intel with "willfully" and "deliberately" infringing 10 of its patents that cover elements of microprocessor technology designed to enhance performance.

Mr Robert Palmer, Digital chairman and chief executive, on Tuesday said that Intel's remarkable growth over the past four years had been achieved by using misappropriated technology. "We don't mind competing against anyone's technology - except our own."

Digital is seeking an injunction to force Intel to withdraw products that allegedly infringe its patents. It is also seeking "huge" damages which it suggests could run into billions of dollars. In an effort to win support for its attack on Intel from customers and the public, Digital took out full page advertisements in newspapers reiterating these sentiments.

The move is out of character for Digital, which has filed few lawsuits in the past and never one of this magnitude. It is all the more surprising because Intel



is one of Digital's biggest chip suppliers and also a Digital customer.

Privately, Digital's competitors describe the lawsuit as a "move of desperation". Digital, which was a pioneer in the era of mini-computers, has struggled since the mid-1980s to adapt to rapid changes in technology brought on largely by the success of Intel's microprocessors.

Digital's action reflects its frustration at being unsuccessful in competing with Intel in the microprocessor field, some analysts say. Digital has spent heavily to develop its own microprocessors, called Alpha, which are faster than any manufactured by Intel. Alpha, however, has achieved only limited commercial success. Even Digital sells more computers based on Intel chips than on its own microprocessors, says Mr Terry Shannon, publisher of an industry newsletter.

Digital's action is also a "pre-emptive strike", says Mr Shannon, against Intel's effort jointly to develop high-speed microprocessors with Hewlett-Packard, the second largest US computer company. These chips, codenamed Merced, are a threat to Digital because they could marginalise any competitive advantage it gained from Alpha devices.

"If the lawsuit sent the Merced

design team back to the drawing board to eliminate design elements covered by Digital's patents that would cause heartburn for both Intel and Hewlett-Packard," says Mr Shannon.

The merits of Digital's claims are difficult to assess. Digital says it has found "substantial similarities" between Alpha and Intel's chips, but such similarities are not uncommon. "Microprocessors are highly complex and often have many similarities to other microprocessors that are developed independently," says Mr Linley Gwennap, senior analyst at MicroDesign Resources.

Even Intel, with its wealth of microprocessor experts, has completed only a "preliminary analysis" of the Digital patents. Based on this analysis, though, Intel says it has found "no infringement" and has vowed to "vigorously defend" itself against Digital's charges.

Digital cannot expect an easy fight. Intel is renowned as a tough litigator. It pursued legal battles against Advanced Micro Devices, a Silicon Valley rival, for nearly a decade. Many industry analysts also expect Intel to launch a counter attack against Digital, probably in the form of a matching patent infringement suit. Intel appeared to hint at this when it noted it had been

granted more than 1,000 patents covering semiconductor and microprocessor technology over the past three years.

The legal battles could drag on for years. "Unless these parties get together and quickly resolve it, you suspect that the lawyers are going to make more money than their clients," says one Silicon Valley intellectual property lawyer.

Aside from the legal wrangling, Digital has also raised issues that may present a more difficult challenge for Intel. In announcing the lawsuit, earlier this week, Digital's chairman went beyond the legal complaint to raise the spectre of alleged anti-competitive behaviour by Intel.

Intel had achieved a "monopoly position" in the market for microprocessors in personal computers and was now attempting to extend this monopoly to high-performance workstations and servers, Mr Palmer asserted. "This is a threat to the competitive environment essential for innovation and growth in our industry. Intel's conduct not only threatens the general competitive environment, it directly threatens those companies that invest in innovation. Like Digital," he said, "the time has come for these unlawful practices to stop and Digital is determined to see that they do."

In the early 1990s, the US Federal Trade Commission conducted an anti-trust investigation of Intel, but took no action. Yet as Microsoft knows well, public criticism by competitors can sometimes rouse the interest of competition authorities. After years of investigation, Microsoft settled anti-trust charges with a consent decree that demanded some changes in their software licensing contracts. It would not be surprising if Intel's overwhelming market dominance, which has advanced considerably since the FTC investigation, once again came under scrutiny.

Intel does have competitors, albeit distant ones. The company acknowledges that its competitors are a "useful" defence against monopoly charges. Moreover, Intel claims to have assiduously avoided predatory action against these chipmakers. "Our strategy is to grow the market as a whole."

Ironically, Intel's direct competitors are no longer its most virulent critics. Advanced Micro Devices, which makes chips that mimic the functions of Intel's microprocessors, buried this hatchet with Intel in 1995 after a long and bitter legal battle. Before the "peace treaty" AMD regularly accused Intel of monopolistic behaviour and unfair dealings. Even Cyrix, which filed a separate patent infringement suit against Intel on Tuesday, is refraining from public criticism.

Intel does, however, face discontent among its customers in the personal computer industry. With its dominant market share, Intel is in a position to influence industry-wide pricing. The chipmaker is also able to allocate sometimes scarce chips to individual customers, giving it enormous power over PC manufacturers.

What is more, Intel increasingly competes with the very companies that rely upon it for chips. "Intel is sucking profits out of the infrastructure of the PC industry," says one critic. Intel, for example, is now reputed to be the world's largest producer of PC "motherboards", the main circuit boards of PCs. It has also become a large-scale producer of "network interface cards" used to link PCs to corporate networks. A recent price cut on Nics by Intel took its toll on competitors including 3Com.

There can be few large companies that do not attract some criticism. For Intel, this is the price of extraordinary success. Yet as Microsoft has learned from its tangles with the US Justice Department, being unpopular can sometimes be bad for business.

OBSERVER

Ché sera sera

Perhaps the anti-establishment young who plastered student lodgings with Ché posters in the 1970s will be happy to spend the good hard currency they have since earned in their capitalist societies in the land of Guevara's death.

Right or left?

David Brinkley, Britain's new minister in charge of education and employment, will have to do without his guide-dog Lucy the Labrador when he travels to Brussels to parley with his new Euro-pals. The most obvious obstacle to Lucy's Continental wanderings is Britain's arcane anti-dog laws. Seemingly there are absolutely no exceptions to the rule, which states that all animals returning from overseas have to spend six months in the slaughterhouse.

But there's an even bigger doggy dilemma. Because Lucy was trained in drive-on-the-left Britain, an aide explains that taking her to the heart of Europe would not only be illegal, but highly dangerous in drive-on-the-right Brussels. "She would look the wrong way when it came to crossing the road."

Crying fowl

You have to feel sorry for Brazilian planning minister

Antonio Kandir. Once he had got the accident-prone privatisation of the CVRD mining group off his plate last week, he must have looked forward to a relatively relaxed conference on Wednesday in São Paulo, where he was to tell foreign businessmen that if they invested in Brazil, they'd never regret it.

But back in his ministry in the capital Brasília, 400 agricultural workers invaded the corridors and turned some farm animals loose - their way of saying that agricultural reform wasn't moving fast enough. Kandir had to scurry back to base, where he found a large turkey sitting on his paper-strewn desk. "It's an animal that talks a lot but does little," said one demonstrator.

False economy

Norwegians must hope not all their economists think like Jørgen Gilberg, who is working as a taxi-driver in Denmark to help fund his studies. He picked up a fare from Copenhagen to Rome this week, but during the 24-hour, 2,180 kilometre jaunt through Denmark, Germany, Austria and most of Italy, he didn't think to check if he'd got paid. "I thought he was filthy rich," he said. To be fair, the same customer had paid up for the same trip the previous year. In Rome, the passenger

Poverty knocks

For the second year running, the Philippine House of Representatives has identified former first lady and world-class shoe collector Imelda Marcos as its poorest member, with a negative net worth of \$1.1m.

Observer understands that some people doubt her claim to poverty. Maybe it's her trips in a sparkling Mercedes limousine from her pad in Manila's poshest apartment block to the latest charity do or political lunch. Or maybe it's got something to do with \$500m of Marcos money in Swiss bank accounts. Poverty is, after all, relative.

Lousy knight

Observer is beginning to wonder whether reigning world champion Garry Kasparov's drubbing by Deep Blue, IBM's all-knowing chess computer, has left him with a huge chip on his shoulder.

Financial Times

50 years ago

Failure in Germany

Mr Bevin, Foreign Secretary, stressed in the Commons yesterday that economic unity in Germany was the first essential step towards the recovery of that country. Economic unity had, however, not been attained in Germany, said Mr Bevin, because the proper pooling of foodstuffs had not been carried out as envisaged in the Potsdam agreement. This had not been the fault of the British Government. The Potsdam agreement had failed and this had brought much bitterness and misunderstanding. The Foreign Secretary warned the House that if the problems of Germany and Austria and the relations between the East and the West were not brought to a more satisfactory conclusion, "no one can prophesy the course the world will take."

Belgium's Economy

M. Davidsart, Minister for Economic Affairs, has summarised the Government's policy in these terms: Maintenance of maximum prices and controls in those sectors where prices are pushed upwards by persistent scarcity. Improvement in quality of products by means of modernisation of equipment.

Suspected extortionists held in Nomura probe

By Gillian Tett in Tokyo

The Japanese government's investigation into Nomura, the country's largest securities company, gathered pace yesterday when Tokyo prosecutors arrested two men alleged to have acted as the corporate extortionists at the heart of the recent scandal.

Prosecutors also raided Nomura's head office amid growing signs that the regulators plan to use the investigation to send a stern message to the country's financial community to clean up its ethics.

Mr Tadashi Ogawa, Japan's deputy finance minister, warned that the scandal had damaged investor confidence in the securities industry and said it was imperative that trust be restored.

"We are very concerned about the fact that the problem of Nomura has caused a big loss of trust by investors in

the stock markets," he said. "It has dealt a severe blow to the markets, especially as the scandal involved a leading company like Nomura."

His comments fuelled expectations that the government was preparing to impose heavy penalties after the Securities and Exchange Surveillance Commission earlier this week lodged a complaint against the company, two former directors and a general manager.

The decision by the commission to target the company for its criticism has come as a blow to Nomura, as it has always insisted that isolated individuals, rather than the senior management, was responsible for the scandal.

The complaint alleges that in 1995 Nomura channelled about ¥50m (\$420,000) to a property company, Koike, that was linked to *sokaiya* - corporate extortionists who take bribes for not disrupting share-

holders' meetings. Koike, which was both a Nomura shareholder and client, is alleged to have been illegally compensated for investment losses. Yesterday's arrests of the two alleged *sokaiya*, Mr Ryuichi Koike and Mr Yoshinori Koike, follows the arrests on Wednesday of the Nomura executives.

Nomura's shares fell for the second day running, closing ¥90 lower at ¥1,390, after being the most actively traded share on the stock exchange. Mr Junichi Ujima, Nomura's recently appointed president, is intensifying efforts to promote internal change following the removal of 18 senior directors earlier this month. The company's annual staff rotation is due to be implemented next week and is widely expected to bring the removal from power of older staff who have been associated with the *sokaiya* scandal.

Utilities prepare to contest windfall tax in UK

By Alan Cane and David Wighton in London

The UK government faces a welter of potential legal challenges to its plans to raise more than £3bn (\$4.5bn) from a windfall tax on "excess profits" of privatised utilities.

British Telecommunications and BAA, the airports operator, took a lead yesterday in promising to seek legal redress for unfair treatment under the tax provisions that Mr Gordon Brown, the finance minister, is expected to disclose in his first budget.

Sir Iain Vallance, BT chairman, said: "If we are stung in a big way for this tax, and if it can be challenged legally, we owe it to our shareholders to challenge it."

He said he voted for Labour in the general election but would not have done so if he had believed BT would be caught by the tax.

BT would be likely to challenge the tax under European Union competition law, arguing that the government would be unfairly damaging its competitiveness and upsetting the market balance.

Mr Des Wilson, director of corporate affairs at BAA, said: "We have made it clear to the Treasury that we would not expect to be included [in the tax], and are taking legal advice."

BT threatened legal action after trying for six months to discover whether it would be included in the levy.

In March, Mr Brown had announced that the tax would apply in principle to all privatised companies licensed and regulated by statute, which includes BT.

But the company, which yesterday announced a 6 per cent increase in pre-tax profits to £3.2bn, had believed it would be excluded until last weekend when Mr Geoffrey Robinson, the minister with responsibility for administering the tax, said there was no reason why BT should be excluded.

"BT's reaction is the best news we've had," said one senior electricity industry executive. "How can the government spare them now? It means more companies in the net and a proportionately lower tax for us all."

A Treasury official said it had confidence in its legal advice that any challenges would not succeed.

The government has come under pressure from US groups which have acquired seven UK regional electricity companies. Several of them joined in a letter to Mr Tony Blair, the prime minister, requesting a meeting. "We would like to take up the promise of consultation," said one of the companies.

THE LEX COLUMN

Taxing Theo

Germany's finances are in a mess. Tax revenues are below target while spending on unemployment benefits is ahead of forecasts. To get the budget deficit below the 3 per cent ceiling required for monetary union, the government must find an extra DM15bn-DM20bn - around 0.5 per cent of gross domestic product. An immediate public sector spending freeze would narrow the gap. But deeper cuts or tax increases would be political dynamite.

It is small wonder then, that Mr Theo Waigel, the finance minister, is knitting his famously furry eyebrows to come up with something more creative. Unfortunately, both wheezes he has suggested so far look more like public relations disasters in the making than solutions. By selling shares in Deutsche Telekom earlier than promised, the government would depress the price and upset thousands of small investors, while the proceeds would not even count towards deficit reduction. If, instead, it forced the Bundesbank to revalue its gold reserves and appropriated some of the profit, it would help the finances; but by openly fudging the Maastricht criteria Germany would be committing the very sin it has criticised others for.

A better alternative might be to admit that Germany will miss the 3 per cent in 1997, but to promise better things for 1998. With all the political momentum behind monetary union the markets would probably prefer that to a fudge. Either way, though, Germany will find it harder to argue for excluding fringe countries like Italy.

SBC/Dillon Read

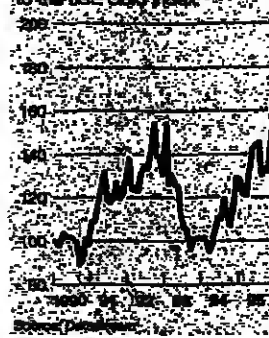
For Swiss Bank Corporation to snap up Dillon Read may make persuasive sense, but no one needs believe that a \$600m acquisition is enough to give SBC a ticket to the global investment banking "big league". Dillon Read is not quite a boutique but its real strength is in mergers and acquisitions advisory work: even there it was ranked only 17th in the US last year. SBC does gain credibility and a respected brand name in the US - but at a purchase price of three times book value, so it should.

Still, a price tag of 10 times earnings is defensible when there is compelling value to be had from combining the businesses. Together they should be better placed to win US-European cross-border advisory work. And SBC's balance sheet

FTSE Eurotrack 200:
2369.6 (+6.5)

Gold Fields of South Africa

Shares price relative to the JSE 300 index



strength should benefit Dillon Read in the capital markets. The real question is whether SBC can pull off the inevitably tricky process of pooling two people businesses. But here the ultimately successful integration of SG Warburg suggests the Swiss should perhaps be given the benefit of the doubt.

Gold Fields

He was pre-eminent in South Africa's constitutional negotiations and played a dominant role in producing a new constitution, but can he run a mining house? Mr Cyril Ramaphosa's progress up the South African corporate ladder has been dazzling. But news that he is in line to take joint control of Gold Fields of South Africa presents him with a challenge the equal of any of these. Gold Fields has been a disastrous performer in recent years and restructuring is long overdue. The Northern platinum debacle has been the most conspicuous failure, but mismanagement of some of the world's richest gold mines comes a close second.

A management style at once paternalistic, autocratic and complacent lies at the root of the problem. If Mr Ramaphosa can improve relations between miners and managers, he could add enormous value to the group. This is no mean challenge; and a black skin and union background are no guarantees of success. But as a former head of the National Union of Mineworkers, Mr Ramaphosa stands a better chance than most. Moreover, an inability to improve industrial relations would represent a particularly embarrassing failure.

Mr Ramaphosa should not, how-

ever, be content with so modest an agenda. There is a strong case for ditching non-gold interests and using the money to develop Gold Fields' African gold operations. It already has a jewel in the form of the Tarkwa mine in Ghana, while Mr Ramaphosa's charm and status are a formidable bargaining chip north of the Limpopo.

MAM

Does Mercury Asset Management enjoy a licence to print money? It is sometimes tempting to think so. After all, MAM has the luxury of a leading position in a market which is simultaneously growing and oligopolising. Not only is savings growth strong, but fund management is increasingly concentrating in the hands of a few big firms.

Doubtless their performance is part of the explanation. But just as important is the conservatism of pension fund consultants. With strong evidence that past performance is not a decent guide, picking a good fund manager is horribly tricky. So consultants tend to go for the biggest and safest-looking firms - no one ever got fired, after all, for picking MAM. And while the dramatic rise of Morgan Grenfell Asset Management showed it is possible to crack into this group, the antics of Mr Peter Young and Ms Nicola Horlick are a powerful reminder of the risks associated with exceptional performance.

So MAM's lead, and therefore its margins, look formidably secure. But that does not make it a riskless investment. Consider the figures: MAM's revenues may have grown by 27 per cent last year, but much of this was the product of booming markets. Probably a better guide to underlying growth was the £5.3bn of net new business - increasing funds under management by just 7 per cent. That compares, depressingly, with a 29 per cent jump in costs.

What then happens when the long bull run for equities slows? Theoretically, profit growth can be protected by slashing variable pay packages. But quite how far remains to be seen. Certainly MAM's rating - 20 times prospective earnings - looks perilously aggressive after so many years of equity market strength. Yesterday's note of gentle caution from the chairman seems timely.

Additional Lex comment on Compass, Page 25

Bonn plans to revalue gold reserves

Continued from Page 1

finance ministry's group of experts released their estimates of tax shortfalls up to 2001.

They calculated that this year's overall tax income of the federal, state and local authorities would be DM813.1bn, or DM18bn less than forecast last November. This result was not as bad as expected, with the DM9.1bn shortfall attributed to the federal government only slightly higher than the DM8bn already accounted for in January. However, the experts forecast tax shortfalls of DM22bn a year and more for the following three years.

Mr Waigel was unable to predict Germany's overall deficit this year. But he said that high unemployment, currently around 4.5m, was a greater problem for the federal budget than the tax shortfall and could produce additional burdens of between DM10bn and DM20bn.

Nonetheless, he was confident that Germany, which has predicted a public deficit of 2.9 per cent of gross domestic product, would be able to comply with the Maastricht public deficit ceiling of 3 per cent of GDP.

Europe's cable TV groups agree on standard decoder

By Raymond Snoddy in London

Many of Europe's leading cable television groups, including the largest, Deutsche Telekom, have agreed to create a standard decoder for digital cable television systems across continental Europe.

More than 1m of the decoders are expected to be ordered in the next 18 months and cable television subscribers could soon be offered more than 100 television channels.

Deutsche Telekom, with more than 16.67m cable customers at the end of last year, hopes to launch its digital cable box at the Berlin consumer electronics show in August and its cable service before the end of the year.

The launch of a digital cable standard is backed by the leading Dutch cable operators, Casema and Mediasat, and Telia InfoMedia Television of Sweden, as well as Deutsche Telekom. But most members of the European Cable Communications Association, which drew up the standard, are expected to take part.

Cable companies have been working on digital cable tech-

nology to counter the competitive challenge from digital satellite companies. A single "Eurobox" is expected to reduce costs through standardisation and bulk orders.

The Eurobox will use the Viaccess system developed by France Telecom, which allows the charging of subscriptions.

Deutsche Telekom has called a meeting of the German media in Bonn on Tuesday in an effort to sort out squabbles over the introduction of digital technology in Germany. The company is expected to announce its formal support for the Eurobox after this meeting.

Cable & Wireless Communications and Telewest, which account for two thirds of the UK cable industry, have chosen a system produced by General Instrument of the US.

Mr Derek Lewis, chairman of UK Gold, the cable and satellite channels, who co-ordinated the UK project, said the Eurobox came too late for British cable operators, which were nervous that British Sky Broadcasting would launch digital satellite this autumn. The BSkyB launch has been postponed until spring.

Shares in Internet book shop surge

Continued from Page 1

\$300,000 in 1996. The company reported sales of \$16m of books to 150,000 customers in 100 countries last year.

However, Mr Bezos said monthly revenues were

increasing by between 20 and 30 per cent at the end of last year.

Amazon.com has already provoked the ire of Barnes & Noble, a fast-growing physical book store in the US, which is seeking an injunction to pre-

vent Amazon from calling itself the world's largest book store.

Barnes claims that, since Amazon.com stocks only a limited number of the 2.5m books it claims to offer, it is merely a brokerage.

FT WEATHER GUIDE

Europe today

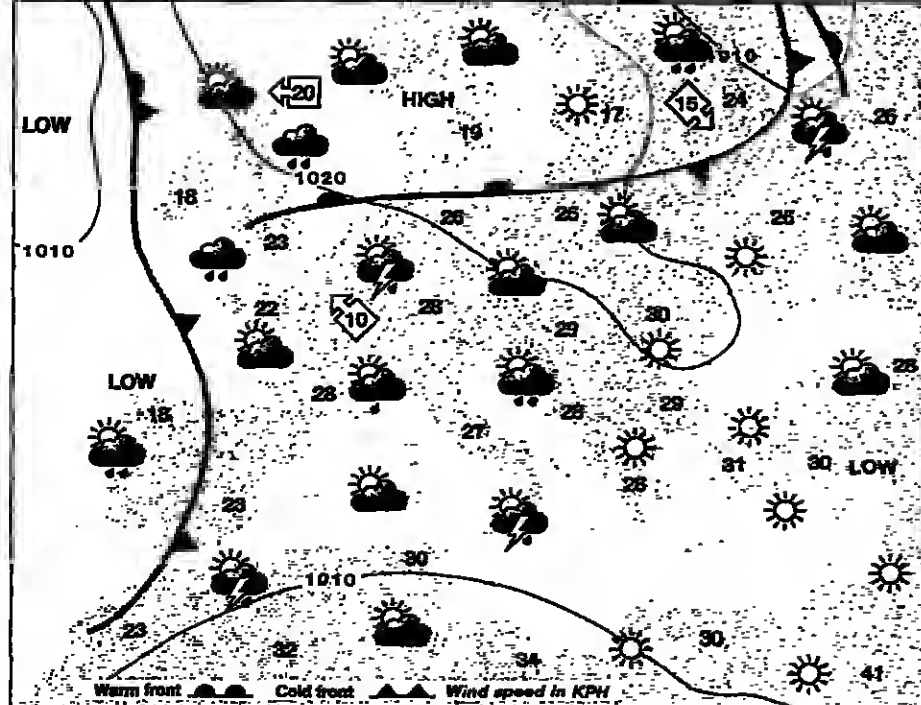
The Low Countries, southern England and northern France will have a few thunder showers as warm, moist air from the Continent moves westward. Germany and Poland will have a warm day with maximum temperatures of about 30C in some places. Sweden and Norway will be sunny, although it will be much cooler with temperatures of between 15C and 18C. Spain and Portugal will have frequent showers. Italy will be sunny with occasional showers in the south. The interior of Turkey will have isolated thunder showers.

Five-day forecast

During the next couple of days, thunder showers will continue over the Low Countries, France and southern England. Central and eastern Europe will stay sunny and mostly dry. The Mediterranean will be sunny with occasional thunder showers over Italy and Spain.

TODAY'S TEMPERATURES

Madrid	21	Bolivia	21
Abu Dhabi	30	Cebu	28
Accra	26	Delhi	26
Algiers	21	Bombay	26
Amsterdam	18	Bogota	20
Athens	27	Buenos Aires	20
Atlanta	23	Calcutta	26
B. Aires	22	Chengdu	20
Bangkok	28	Chongqing	20
Barcelona	21	Cape Town	21



Situation at 12 GMT. Temperatures maximum for day. Forecasts by Meteo Consult of the Netherlands

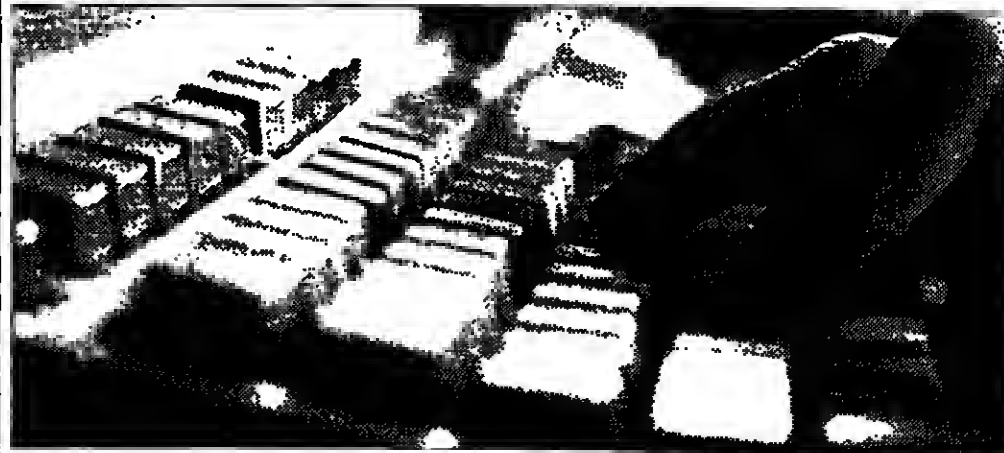
Caracas	21	Frankfurt	21	London	18	Madrid	21	Manila	28	Paris	18	Rangoon	28
Cardiff	19	Glasgow	17	Luxembourg	18	Moscow	20	Perth	18	Rome	20	Seoul	20
Casablanca	20	Hamburg	17	Nairobi	20	Singapore	28	Sydney	20	Stockholm	18	Sri Lanka	28
Chicago	14	Heidelberg	17	Taipei	20	Tokyo	20	Ulaanbaatar	10	Vienna	18	Yokohama	20
Cologne	17	Kobe	17	Wellington	15	Zurich	18						
Dakar	27	London	18										
Dallas	20	Madrid	21										
Delhi	26	Manila	28										
Dubai	29	Moscow	20										
Dublin	18	Nairobi	20										
Edinburgh	14	Perth	18										
		Rangoon	28										
		Seoul	20										
		Singapore	28										
		Sydney	20										
		Stockholm	18										
		Sri Lanka	28										
		Taipei	20										
		Tokyo	20										
		Ulaanbaatar	10										
		Vienna	18										
		Yokohama	20										

We wish you a pleasant flight

Lufthansa

The No1 Survey for World Equity Markets

- > On the 28th of January Reuters journalists filed more than 13,000 stories using over 900,000 words around the globe.
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	Number of companies	Market Cap \$bn	Fund Management Groups	Sell side Analysts
UK Larger Company	350	1,415	100	1,740
UK Smaller Company	750	115	100	1,224
Continental European Larger Company	350	2,374	100	2,756
Global Emerging Market Company	1,200	688	150	1,689
US Larger Company	500	5,972	150	Pub. June

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FTSE EUROPEAN STOCK INDICES

FTSE International and the Amsterdam Exchanges have created a new pan-European stock market index and revamped the existing Eurotop index. FT reporters outline the make-up of the new benchmarks

Pan-European indices fill hole

By Philip Coggan,
Markets Editor

Index creation is a growing business. FTSE International calculates 2,500 indices every day, including 60 on a real-time basis.

Fund managers need market indices as benchmarks for their performance and as the basis of index tracking funds. They can also hedge against market risk using derivatives based on indices.

Creating pan-European indices is an obvious step forward. As Europe proceeds along the road to economic integration, and launches a single currency, investors are increasingly likely to look outside home markets, and to view their portfolios on a Europe-wide basis.

The introduction of the FTSE Eurotop 300 index and options, and the rebranding of Amsterdam's Eurotop 100 under the FTSE label, is designed to combine the Amsterdam exchange's expertise in options trading with the London group's experience in index management and calculation.

The existing commonly used indices - the FTSE 100, the FTSE 250, the MSCI Europe - contain too many stocks to be useful for derivatives. And the Eurotop indices will take their prices from local exchanges instead of the method used by the Eurotop indices, which used prices quoted on SEAQ International, the London Stock Exchange's system.

The aim is to create indices whose constituents are sufficiently liquid for them to be easy to use but will nevertheless track closely the more broadly based indices. Back testing by Merrill Lynch shows that the Eurotop 300 has closely tracked the FT S&P European index since the start of 1991.

The Eurotop 300, which will be launched in July, will cover 13 countries and provide exposure to 65 per cent of Europe's market capitalisation. The narrower 100 index covers 9 countries and only 40 per cent of Europe's market value.

The FTSE Actuaries Committee will be responsible for the construction of both indices, so the ground rules will conform with other FTSE benchmarks. Composition of the Eurotops will be based purely on market capitalisation. Previously, the Eurotop 100 had factored in GNP (for country weightings) and trading volume (for stock weightings).

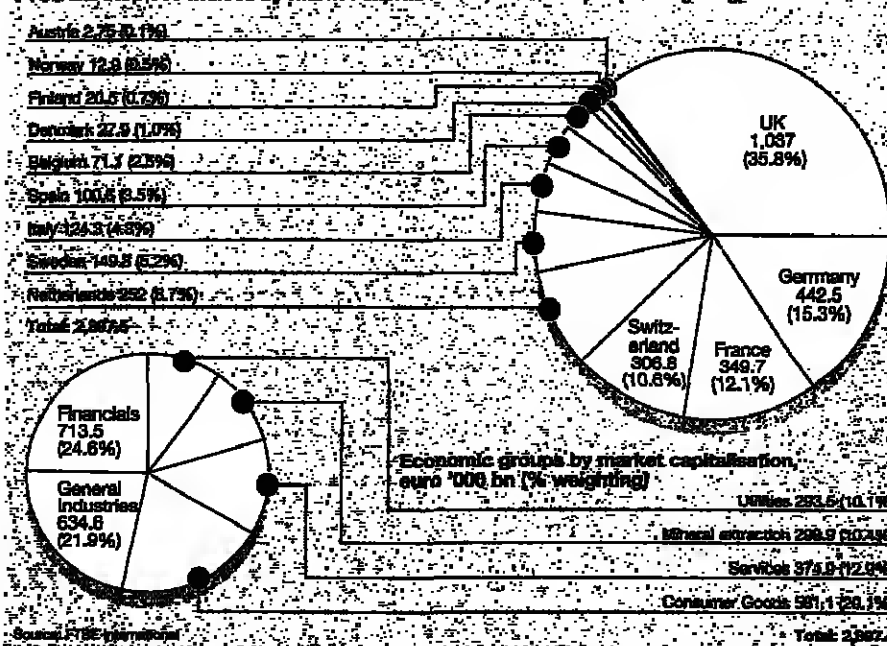
The composition of the Eurotop 100 will now be reviewed annually, rather than every two years. The Eurotop 300, like the FTSE 100, will be reviewed quarterly and will have similar rules for the promotion and relegation of constituents.

Because the UK has a highly developed stock market, it makes up nearly 36 per cent of the Eurotop 300 index. The indices will thus also be calculated excluding the UK, to give investors a better idea of developments in the continental markets.

A Euro bloc component will contain stocks in those countries judged most likely to join a single currency - the Netherlands, Germany, France, Spain, Belgium, Finland, Denmark, Austria and Ireland (although Ireland does not currently have any companies large enough

Weighing up the Euro-stocks

FTSE Eurotop 300 indices by market capitalisation, euro '000 bn (% weighting)



to qualify for the index). In addition, sectoral indices will be created so that investors can track the performance of industries across Europe. Initially, these will be based on economic groups - consumer goods, financials, general industries, mineral extraction, services and utilities.

The largest 10 stocks in the Eurotop 300, making up around 19 per cent of it, will be: Royal Dutch, Novartis, Roche, BP, Glaxo Wellcome, HSBC, Shell Transport, Allianz, Nestlé and BP.

Mr George Möller, chief executive of the Amsterdam Exchanges (AEX), says that since the Eurotop 100 index was redesigned at the end of last year, the AEX have seen a big increase in interest from institutions that want to use the index in savings products they will sell to retail customers.

Since January, seven licenses to use the index have been granted and five more applications have been received by the AEX, compared with only 15 in the previous six years.

Typically, guaranteed products are structured through the use of call options, which allow investors to lock in a return at a pre-determined level regardless of how far the market falls.

Investment banks structuring this type of product for the retail sector could hedge their exposure through exchange-traded or OTC options.

New tools for derivatives specialists

By Richard Lapper

The greater accuracy of the new Eurotop 100 and 300 compared with existing benchmarks, and the liquidity of their component stocks, should make the new indices useful tools for derivatives specialists at investment banks.

Both the new indices more accurately reflect the performance of the market than existing smaller indices. The earlier version of the Eurotop 100 index, launched in 1991, is weighted to take into account the size of the economies of the countries in which constituent companies are based, as well as reflecting the market capitalisation of the stocks. By contrast, the new Eurotop indices more accurately reflect capitalisation of their constituent stocks. Dealers note that the FTSE's Eurotop 100 and 300 indices are based on prices quoted on Seaq International, which are generally regarded as less accurate than those quoted on the local markets.

Mr Eric Shribini, a quantitative strategist with Paribas, the French bank, says that returns from the larger Eurotop 300 correlate almost exactly with broader European indices, such as the FTSE Europe or Morgan Stanley Capital International index, which reflect the performance of 727 and 568 shares, respectively. "It is an excellent proxy for Europe," he says.

"Since the Eurotop methodology was changed, it more closely matches the existing benchmarks," adds Mr Jag Bains, a portfolio trading specialist at Merrill Lynch, the US investment bank.

At the same time, because the Eurotop indices are composed of fewer - and more liquid - shares than the larger indices, it should make the derivatives products based on the indices more useful as hedges.

Liquidity is important for derivatives dealers. In general terms, if there is insufficient liquidity in a market, price discrepancies will arise between a cash instrument and the derivative based on it, reducing the effectiveness of the derivative as a hedge.

Both Mr Shribini and Mr Bains say, for example, that it will be easier than at present for banks to hedge positions based on the Eurotop indices through the futures markets, either by trading in existing stock index contracts or through Eurotop options contracts.

At the same time, banks that need to protect their exposure through operations in the cash markets using "delta hedging" will also find the new indices useful. There are already signs of institutional interest in derivatives based on the new indices. Mr Shribini, for example, reports that his firm has already received requests from US clients "who are either trying to gear up or protect themselves."

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Eurotops set to boost Amsterdam

Two new options contracts should strengthen the Dutch exchange against rivals in Europe

By Richard Lapper,
Capital Markets Editor

Amsterdam, the home of one of the world's first derivatives trades, is set to strengthen its position as a centre of European equity options trading with the launch of the new options contracts on the Eurotop indices.

Options on tulip bulbs were traded in Amsterdam as long ago as the seventeenth century. But the market owes its prominence as a modern centre for derivatives trading to the enthusiasm of the Dutch, Belgian and German public for share options listed in Amsterdam by the European Options Exchange (EOE) since 1977. More than 30 equity options, which cover the Amsterdam Exchange (AEX) and many big Dutch corporates, are now listed by the Amsterdam Exchanges, a body formed at the beginning of this year by the merger of the EOE, the Amsterdam Stock Exchange and a smaller agricultural commodities market.

In the first quarter of 1997, 2,098,532 option contracts were traded on the AEX index, the main index for the Dutch market.

That was up from 1,436,931 in the same period of 1996, while in March, some 7,901,375 individual stock options were traded on the exchange.

More share options were traded on ABN Amro and ING Bank than on any other European share apart from the Union Bank of Switzerland.

According to World Equity, the specialist monthly publication, if measured by the amount of option premium turnover, the AEX is the largest equity options exchange in Europe and third largest in the world.

Premium turnover grew from \$5,331,455 in 1995 to \$11,178,270 in 1996. Premium turnover at Germany's Deutsche Terminbörse (DTB), the continent's second biggest equity options market, grew from \$3,965,357 to \$11,167,258 over the same period.

The exchange has been less successful with its Eurotop 100 options contract, originally launched in 1991, with trading levels reaching only about 20 contracts a day. But Mr George Möller, chief executive of the AEX, is confident that "retail order flow" will help launch the new version of the Eurotop 100 option.

He argues that the launch will be particularly beneficial for AEX in view of the fierce competition for bond and money market business between Europe's three biggest exchanges, the London International Financial Futures and Options Exchange (LIFFE), the DTB and the Mafif of France.

The battle for control of Europe's biggest contracts in this area is set to intensify following the introduction of European monetary union, which will lead to rationalisation in bond and money markets and the disappearance of many contracts.

Indeed, Mr Möller is so confident of AEX's strength in the options business that he is seeking to persuade one of his bigger rivals to list futures contracts based on the new indices.

"We feel there is room for another exchange to be involved," says Mr Möller, who on Wednesday said that it was possible that either LIFFE or the DTB could list the futures contract.

He said that this could help help build up volume.



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DIVIDEND NOTICE

On May 12, 1997, the Shareholders approved a gross dividend payment of 400 BEF (300 BEF net after deduction of withholding tax for one ordinary share and 340 BEF net after deduction of withholding tax for one VVPR share) for the 23,126,817 ordinary shares and the 126,046 VVPR shares outstanding at December 31, 1996, coupons numbered 13 to 30 still attached.

The dividend will be payable as from May 28, 1997 against coupon nr 13 et al.: BBL, O Générale de Banque, O CGER-Banque, O Kredietbank, O Banque Paribas Belgique, O Banque Nationale de Paris, O Crédit du Nord, O Banque Int. à Luxembourg, O Banque Gén. du Luxembourg, O Commerzbank, O Deutsche Bank, O Dresdner Bank, O ABN-Amro Bank, O Crédit Suisse, O Société de Banque Suisse, O Union de Banques Suisses, O Credito Italiano, O Barclays Bank (Thornmont St., London), O Citibank, N.A. (ADR Department) USA.

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COMPANIES AND FINANCE: INTERNATIONAL

Rising pulp prices raise hopes of end to 18-month downturn

UPM forecasts recovery

By Greg McIvor
in Stockholm

UPM-Kymmene, Europe's largest forestry group, yesterday raised hopes of an end to the 18-month downturn in the sector, predicting that rising pulp prices and demand for paper would underpin a recovery during the rest of 1997.

Announcing a 10 per cent decline in first-quarter operating profits, Mr Juhani Niemelä, chief executive of the Finnish group, said he foresees "a good possibility" of a rebound in UPM-Kymmene's earnings this year.

"Pulp prices have changed their direction and are rising. That gives a real impact on product prices," he said. "The group's official fore-

cast is for full-year pre-tax profits flat at last year's FM3.6bn level. However, Mr Niemelä said this was a cautious assessment and there was a good chance earnings would be higher.

UPM-Kymmene's first-quarter pre-tax profits slipped only marginally, from FM1.4bn to FM1.3bn (\$253m), but were flattened by a FM763m gain from asset sales.

Stripping out non-recurring items, operating profits slid from FM1.8bn to FM1.1bn, a fall of 39 per cent, and reflected similar drops reported by other big Nordic producers.

Mr Niemelä said a recovery in both in long and short fibre pulp suggested an industry upturn as prices of

paper and packaging grades followed behind.

He struck a bullish tone on pulp prices, predicting the increase in benchmark long fibre rates from \$520 to \$580 a tonne, announced this month by leading suppliers, would be fully implemented by early autumn.

Some in the industry have questioned whether the increase will stick because of pulp inventories, which are falling but are still above optimal levels.

Mr Niemelä emphasised paper stocks held by customers and distributors were about normal and that he saw room for increased European paper consumption this year, linked to higher economic growth in Europe.

Group turnover dropped from FM13.2bn to FM13.1bn, but earnings were higher in the first quarter compared with the final three months of last year.

Newsprint prices fell 15 per cent and prices of magazine papers - UPM-Kymmene's largest area of operations - averaged 20 per cent lower than the first quarter last year, it said. Sawm timber prices improved.

The group said demand for printing and writing papers would rise during the rest of the year and it planned to increase prices of light-weight coated magazine paper, a key grade, by 5-6 per cent in the second quarter.

The shares firmed FM0.10 to FM1.22 in Helsinki.

Merging from the bottom

Consolidation in German banking is being led by smaller groups

Consolidation in Europe's most over-crowded banking market moved up a gear with this week's announcement that Norddeutsche Landesbank and Bankgesellschaft Berlin (BGB), two large regional banks, are to step up merger talks with the aim of creating one of Germany's biggest banking groups.

Germany is one of the world's most over-banked countries, with around 1,600 inhabitants for each branch - nearly twice as many as in the US, UK and Japan. Narrowing margins and the increasing costs of new technology make consolidation appear inevitable.

There has already been much merger activity. Bundesbank figures show that between 1991 and 1996 the number of credit institutions shrank from 4,460 to 3,657.

However, most activity has been taking place among the country's smaller banks. The big commercial institutions - Deutsche Bank, Dresdner Bank and Commerzbank - have been the subject of speculation about ownership changes, but little has happened.

The revelation last year that Deutsche had acquired a 5.21 per cent stake in

Bayerische Vereinsbank, the fourth-biggest commercial bank, has led analysts to draw up various possible alliances and mergers involving the Big Three and groups such as Allianz, the insurance giant, which has stakes in various banks.

The talks between BGB and NordLB seem to follow this trend. The two banks have combined assets of more than DM550bn

in any case, any NordLB-BGB merger would be motivated by factors other than pure rationalisation.

"It does not seem to be a cost-cutting effort, which is what has driven the big mergers we have seen elsewhere, such as in the US," says Mr Andreas Schmidt, analyst at BZW in Frankfurt. Mr Schmidt points out that if the banks did merge, both their headquarters, in

indicative of a trend at the less glamorous end of the market - the regional savings and co-operative banks.

A senior director of a commercial bank in Frankfurt said yesterday: "[The merger] is interesting in so far as makes very clear that it is in this area... that restructuring is needed most."

It is these banks, which account for about 60 per cent of the retail market and employ two-thirds of those working in German banking, which are most exposed to cost pressures and the need to share the burden of new investment.

Consolidation among municipal savings and co-operative banks is already well under way. Between 1994 and 1996, the number of municipal savings banks fell from 643 to 607, while in the same period co-operative banks declined from 2,660 to 2,506

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(\$294bn), and a merger would catapult them to the upper reaches of the German banking league.

But analysts do not see their merger as necessarily heralding consolidation among the country's biggest banks. Such mergers could be subject to political objections and public hostility arising from what is seen as the big banks' excessive power.

Berlin and Hanover, would be retained and they would keep two trading centres.

Another unusual aspect to the proposed merger is the high level of state involvement - both banks are in effect state-controlled. This means that options for cutting jobs may be blocked by politicians in Berlin and Lower Saxony.

But a merger between NordLB and BGB would be

Frederick
Stüdemann

Avesta tumbles to SKr124m loss

By Peter Marsh

Avesta Sheffield, one of the world's biggest makers of stainless steel, said yesterday it was cautiously optimistic about prospects for this year after unveiling a pre-tax loss of SKr124m (\$16.8m) for the year to March 31.

The loss by the Stockholm-based group followed a pre-tax profit of SKr3.6bn in the previous year. The company said the current order intake was "strong" and prices were comfortably up on a year ago, although the longer-term trend "remains uncertain".

The company, which is 51 per cent owned by British Steel and has production operations in the UK, Sweden and the US, blamed the fall in profits mainly on a steep decline in steel prices last year as demand for stainless steel softened late in 1995.

Other factors were a build-up in stocks by cus-

tomers 18 months ago, which affected orders and the cost of delayed commissioning of new equipment. Sales for the year fell to SKr13.2bn, 21 per cent down on the SKr21.6bn in the previous 12 months.

For the last three months of the year, Avesta Sheffield made a SKr12m pre-tax profit, against SKr452m a year earlier.

The company is proposing a dividend of SKr1 for the year, compared with SKr2.4 previously. The loss per share after tax came to SKr0.08, compared with a profit of SKr15.57 in the previous year.

The company said that in the quarter to March 31 demand had been strong for most products, with demand for cold rolled products to the European market at the highest level ever. There had also been a strong rise in demand in the US. However, it remained worried that world stainless steel production capacity had barely fallen over the past year.

Nedcor advances 28% at halfway

By Mark Ashurst
in Johannesburg

Nedcor, the South African banking group, yesterday announced a robust increase in interim profits in spite of volatile trading conditions and fierce competition in the corporate market.

Net income rose 28 per cent to R575m (\$128m), helped by a strong contribution from its financial services subsidiaries, and particularly from UAL Merchant Bank, which increased net income 21 per cent.

Earnings per share were R2.61 in the six months to March 31, compared with R2.1 a year ago. The interim dividend was 56 cents a share, up from 45 cents.

The results were at the upper end of analysts' expectations. Mr Richard

Laubscher, chief executive, said the improvement followed "a pretty tough six months".

He predicted the group would achieve its target of reducing expenses to 60 per cent of total income by the year-end. During the period, this ratio improved from 62.8 per cent to 61.9 per cent.

Non-interest income from core commission and fees was 20 per cent higher at R1.1bn, or 40 per cent of total revenue. Mr Laubscher aimed to increase this figure to 45 per cent, as non-interest income was "less sensitive to volatility and more inflation-hedged".

Market capitalisation surged from R13.1bn a year ago to R18.9bn, and total assets were 21 per cent higher at R90bn. Capital adequacy dipped 0.1 per cent to 10 per cent.

INTERNATIONAL NEWS DIGEST

First-quarter surge at Banco Mello

Banco Mello, Portugal's sixth-largest bank, lifted net consolidated profit to E\$40m (\$3.2m) in the first quarter of 1997, from E\$77m in the same period last year. It attributed the six-fold increase - with first-quarter profit amounting to more than earnings for the whole of 1996 - to a restructuring aimed at focusing separate branch networks on different market segments. Earnings from fees and commissions rose 28.6 per cent to E\$2.7bn. Cash flow increased 63.9 per cent to E\$4.7bn. Total assets grew 2.7 per cent to E\$117.2bn.

Peter Wise, Lisbon

Nice strengthens US presence

Nice Systems, the Israeli digital recording and retrieval systems manufacturer, said yesterday it planned to buy Dees Communications, the Canadian group which provides solutions to voice, data and fax monitoring, to strengthen its presence in North American markets. The two companies have signed a letter of intent, under which Nice will pay \$3m and up to 500,000 Nice shares, worth about \$13.4m.

Last week, Nice reported a surge in first-quarter net income, from \$640,000 to \$2.2m. Earnings per share rose from 9 cents to 28 cents. "The growth in this quarter shows we are well positioned as a market leader in the voice logging market, especially in the financial institutions and air traffic control sectors," said Mr David Arzi, Nice chairman.

Compared with the fourth quarter last year, net profits in the first quarter rose a more modest 12 per cent and revenues were up 13 per cent. In a recent report, Salomon Brothers, the investment bank, predicted Nice would grow by an average of more than 50 per cent annually in the coming years. The company's shares are traded on Nasdaq. Nice recently won contracts with Chase Manhattan, the US bank, and the UK's Halifax building society.

Ari Machlis, Jerusalem

NTT's Cegetel prospects fade

The prospects of Japan's Nippon Telegraph and Telephone taking a stake in Cegetel, the telecoms arm of France's Générale des Eaux, appeared to have faded. This followed the completion of agreements fixing the respective shareholdings in Cegetel of the French group's UK, German and US partners.

Under the terms of the agreements, Générale des Eaux itself will hold 44 per cent of Cegetel, with British Telecommunications taking 26 per cent, Mannesmann 15 per cent and the US's SBC, formerly Southwestern Bell, 15 per cent. Générale des Eaux is trying to develop Cegetel as the main domestic rival to France Telecom.

Cegetel said yesterday it was still in talks with NTT on areas of possible commercial co-operation, but that it was now unlikely the Japanese group would take a participation in its capital.

David Owen, Paris

Nafta Polska shortlists five

Nafta Polska, the state-owned holding company which controls Poland's oil refineries and half the country's petrol stations, has shortlisted five investment banks as potential advisers for the sale of the sector next year.

The shortlisted bidders are Credit Suisse First Boston, Dresdner Kleinwort Benson, Goldman Sachs, Salomon Brothers and Schroders. A final choice is expected in the middle of next month.

Christopher Bobinski, Warsaw



Il testo italiano prevale su quello inglese

The Italian text prevails over the translation into English

CONVOCAZIONE DI ASSEMBLEA ORDINARIA E STRAORDINARIA

L'assemblea degli azionisti dell'ENI S.p.A. è convocata in sede ordinaria e straordinaria in Roma, Auditorium del Massimo, Via Massimiliano Massimo no. 177, per il giorno 19 giugno 1997 alle ore 10 in prima convocazione e, occorrendo, per il giorno 20 giugno 1997, stessi ore e luogo, in seconda convocazione, per discutere e deliberare sulle seguenti:

ORDINE DEL GIORNO

- Parte ordinaria
1. Bilancio di esercizio al 31 dicembre 1996, bilancio consolidato al 31 dicembre 1996 e connesse relazioni degli amministratori sulla gestione, del Collegio Sindacale e della società di revisione. Deliberazioni conseguenti.
 2. Destinazione dell'utile di esercizio.
 3. Copertura dei rischi manageriali degli amministratori e dei sindaci.
 4. Nomine di un sindaco effettivo.
 5. Autorizzazione e promozione azione di responsabilità nei confronti del defunto ex Presidente dell'ENI, ing. Gabriele Cagliari, a dell'ex Vice Presidente dell'ENI, ing. Alberto Grotti.
- Parte straordinaria
1. Progetto di fusione per incorporazione nell'ENI S.p.A. dell'Agip S.p.A. Deliberazioni inerenti e conseguenti.
 2. Modifica degli articoli 24, 27 e 28 dello Statuto.
 3. Conferimento di delega al Consiglio di Amministrazione per l'emissione di prestiti obbligazionari. Deliberazioni inerenti e conseguenti.

Al sensi dello Statuto, il sindaco sarà nominato mediante voto di lista.

La lista di candidati potranno essere presentate dai soci che rappresentino almeno l'1% del capitale sociale e del Collegio Sindacale e dovranno essere depositate e pubblicate nei modi e nei termini previsti dallo Statuto.

Hanno diritto di intervenire in assemblea gli azionisti che avranno depositato le azioni almeno cinque giorni prima della data della prima convocazione presso la sede sociale in Roma, Piazzale Enrico Mattei n. 1, oppure presso le seguenti casce incaricate: Banca Commerciale Italiana S.p.A., Credito Italiano S.p.A., Istituto Bancario San Paolo di Torino S.p.A., Banco di Napoli S.p.A., Banca Nazionale del Lavoro S.p.A., Banco di Sicilia S.p.A., CARIPLO - Cassa di Risparmio delle Province Lombarde S.p.A., Banca Monte dei Paschi di Siena S.p.A., Banca di Roma S.p.A., Banca Fideuram S.p.A., Banco di Sicilia S.p.A., Deutsche Bank S.p.A., Sofid Sim S.p.A., Citibank N.A., Morgan Guaranty Trust Company of New York, Banque Paribas-Succursale di Milano, nonché Monte Titoli S.p.A. per i titoli dalla stessa amministrati.

Il voto potrà essere esercitato anche per corrispondenza in conformità alle disposizioni del "Regolamento concernente le condizioni e la modalità per l'esercizio del diritto di voto per corrispondenza" emesso il 30 dicembre 1994 dalla Banca d'Italia, dalla Consob e dall'ISVAP e pubblicato sulla Gazzetta Ufficiale del 5 gennaio 1995, n. 4 (Serie generale). Le relazioni illustrative e le proposte di deliberazione del Consiglio di Amministrazione all'assemblea, ai punti all'ordine del giorno nonché la documentazione relativa al punto 1) della parte ordinaria e al punto 1) della parte straordinaria dell'ordine del giorno sono state depositate presso la sede sociale e gli atti indicati in precedenza e vi rimarranno fino alla data della riunione assembleare. La scheda di voto, unitamente al biglietto di ammissione alla votazione, dovrà pervenire alla Segreteria Societaria dell'ENI S.p.A., Piazzale Enrico Mattei, 1 - 00144 ROMA, entro il 18 giugno 1997.

I possessori di ADRs, rappresentativi ciascuno di dieci azioni ordinarie dell'ENI S.p.A., quotati alla Borsa di New York che risulteranno iscritti alla data del 6 giugno 1997 nell'apposito registro tenuto dalla Morgan Guaranty Trust Company of New York, avranno la facoltà di partecipare all'assemblea o di esercitare il voto per corrispondenza, osservati gli adempimenti di deposito e registrazione della azione possedute; i medesimi possessori, qualora si siano avvalsi del voto per delega o per corrispondenza, avranno la facoltà di seguire i lavori assembleari, previa richiesta scritta alla Morgan Guaranty Trust Company of New York (banca depositaria).

Il Presidente del Consiglio di Amministrazione
ing. Guglielmo Antonio Claudio Moscatò

INFORMAZIONI PER GLI AZIONISTI

VOTO DI LISTA E PUBBLICAZIONE DELLE LISTE

Gli azionisti che rappresentino almeno l'1% del capitale sociale e il Collegio Sindacale potranno presentare liste di candidati e sindaco. Le liste dovranno essere depositate presso la sede sociale unitamente alle dichiarazioni con le quali i singoli candidati accettano la propria candidatura e attestano, sotto la propria responsabilità, l'esistenza di cause di ineleggibilità e di incompatibilità nonché l'esistenza dei requisiti prescritti dalla normativa vigente per ricoprire la carica di sindaco. Le liste presentate dagli azionisti e dal Collegio Sindacale dovranno essere pubblicate su almeno tre quotidiani italiani a diffusione nazionale, di cui due economici, rispettivamente almeno dieci e venti giorni prima di quella fissata per l'assemblea in prima convocazione. Al fine di conoscere la titolarità del numero di azioni necessario alla presentazione delle liste, gli azionisti dovranno presentare e/o recapitare presso la sede sociale, con almeno cinque giorni di anticipo rispetto a quello fissato per l'assemblea in prima convocazione, copie dei biglietti di ammissione emessi dai soggetti depositari delle loro azioni.

Ogni azionista potrà presentare o concorrere alla presentazione di una sola lista e ogni candidato potrà presentarsi in una sola lista a pena di ineleggibilità.

Ogni avente diritto al voto potrà votare una sola lista.

VOTO PER CORRISPONDENZA

Il voto potrà essere esercitato anche per corrispondenza in conformità alle disposizioni del "Regolamento concernente le condizioni e la modalità per l'esercizio del diritto di voto per corrispondenza" emesso il 30 dicembre 1994 dalla Banca d'Italia, dalla Consob e dall'ISVAP e pubblicato sulla Gazzetta Ufficiale del 5 gennaio 1995, n. 4 (Serie generale).

A partire della data di pubblicazione sulla Gazzetta Ufficiale dell'avviso di convocazione, gli azionisti possono chiedere alla società e alle casce incaricate la cartella contenente la scheda di voto, le relazioni illustrative e le proposte di deliberazione del Consiglio all'assemblea. A corredo, la cartella contiene la documentazione esplicativa sulle modalità di esercizio del voto per corrispondenza e una busta pre-indirizzata alla Società.

Le liste di candidati a sindaco che saranno presentate dai soci che rappresentino almeno l'1% del capitale sociale e dal Collegio Sindacale, depositate e pubblicate nei termini in precedenza indicati, saranno tempestivamente messe a disposizione delle casce incaricate.

Gli azionisti che intendono esercitare il voto per corrispondenza dovranno farne richiesta agli enti incaricati nell'avviso di convocazione depositando presso gli stessi le azioni o, per le azioni amministrate dalla Monte Titoli, la certificazione di cui all'articolo 3 della Legge 19 giugno 1986, n. 289. Tali enti rilasceranno agli azionisti il biglietto di ammissione alla votazione e la cartella.

La busta contenente la scheda di voto e al biglietto di ammissione alla votazione dovrà pervenire alla Segreteria Societaria dell'ENI S.p.A., Piazzale Enrico Mattei, 1 - 00144 ROMA, entro o non oltre il 16 giugno 1997.

Le schede pervenute alla società oltre il suddetto termine, o non corredate con il biglietto di ammissione alla votazione, non saranno considerate ai fini della costituzione dell'assemblea e della votazione; le schede pervenute alla società prive della sottoscrizione non saranno considerate ai fini della votazione.

Il voto per corrispondenza è incompatibile con il rilascio di delega e deve essere esercitato direttamente dal titolare del diritto di voto delle azioni.

I Signori azionisti sono cortesemente invitati a presentarsi in anticipo rispetto all'orario di inizio dell'assemblea al fine di agevolare le operazioni di ammissione; le operazioni di registrazione saranno espletate presso la sede di svolgimento dell'assemblea a partire dalla ore 9.

La Segreteria Societaria dell'ENI è a disposizione per eventuali ulteriori informazioni ai seguenti numeri:
Telefono 06/58622421 - Fax n. 06/58622233.

ENI S.p.A. - Sede sociale in Roma, Piazzale Enrico Mattei, 1
Capitale sociale L. 7.999.205.453.000 L.V.
N. 038502 Registro della Impresa di Roma (Tribunale di Roma)
R.E.A. Roma n. 769453
Codice U.I.C. Intermediari Finanziari 26173
Codice fiscale 0248480588 Partita IVA 0090581005

NOTICE OF SHAREHOLDERS' MEETING

The Ordinary and Extraordinary Shareholders' Meeting of ENI S.p.A. will be held in Rome at the Auditorium del Massimo, Via Massimiliano Massimo no. 177, on June 19, 1997 at 10:00 a.m. local time on first call and, if necessary, on June 20, 1997 at the same time and location on second call, to discuss and resolve upon the items of the following:

AGENDA

- Ordinary Part
1. ENI S.p.A. Financial Statements at December 31, 1996. Consolidated Financial Statements at December 31, 1996. Report of the Directors on the course of business. Report of the Board of Statutory Auditors and Report of the Independent Auditors. Resolutions related thereto.
 2. Allocation of net income.
 3. Coverage of managerial risks of Directors and Statutory Auditors.
 4. Appointment of an effective Auditor.
 5. Authorization to sue deceased former Chairman of E.N.I., Mr. Gabriele Cagliari, and former Vice-Chairman of E.N.I., Mr. Alberto Grotti.
- Extraordinary Part
1. Merger of ENI S.p.A. with Agip S.p.A. Resolutions related thereto.
 2. Amendments to Articles 24, 27 and 28 of the By-laws.
 3. Delegation of Authority to the Board of Directors to issue bonds. Resolutions related thereto.

Pursuant to the By-laws, the statutory auditor will be elected on the basis of candidate lists.

Each Shareholder or group of Shareholders representing at least an aggregate of 1% of the Company's share capital and the Board of Statutory Auditors are entitled to present a list of candidates to statutory auditor; lists have to be presented and deposited according to the procedures and terms set forth in the By-laws.

Admission to the Meeting will be granted to Shareholders who have deposited their Shares at least five days prior to the date of the first call of the Meeting at the Company's Registered Office in Rome, Piazzale Enrico Mattei, 1 or with one of the following Agents: Banca Commerciale Italiana S.p.A., Credito Italiano S.p.A., Istituto Bancario San Paolo di Torino S.p.A., Banco di Napoli S.p.A., Banca Nazionale del Lavoro S.p.A., Banco di Sicilia S.p.A., CARIPLO - Cassa di Risparmio delle Province Lombarde S.p.A., Banca Monte dei Paschi di Siena S.p.A., Banca di Roma S.p.A., Banca Fideuram S.p.A., Banco di Sicilia S.p.A., Deutsche Bank S.p.A., Sofid Sim S.p.A., Citibank N.A., Morgan Guaranty Trust Company of New York, Banque Paribas-Milan Branch, and Monte Titoli S.p.A. for the Shares administered by it.

Vote may be exercised also by mail pursuant to the provisions contained in the "Regulation on conditions and procedures for exercising voting rights by mail" issued on December 30, 1994 by the Banca d'Italia, Consob and ISVAP and published in the Gazzetta Ufficiale n. 4, January 5, 1995 (Serie generale). The reports and the proposals of resolutions of the Board of Directors to the Shareholders on the items of the Agenda and the documentation on items 1) ordinary part and 1) extraordinary part of the Agenda have been deposited at the Company's Registered Office and with the Agents listed hereon and shall remain at the Shareholders' disposal until the date of the Meeting. The Vote by Mail Card, together with the Admission Ticket Card, will have to be received by ENI S.p.A. - Segreteria Societaria, Piazzale Enrico Mattei, 1 - 00144 ROMA, Italy by June 16, 1997.

Beneficial Owners of ADRs listed on the New York Stock Exchange, each of ADR representing ten ordinary Shares issued by ENI S.p.A. who have deposited their ADRs with the Morgan Guaranty Trust Company of New York by June 6, 1997 will be entitled to participate to the Meeting or to exercise votes by mail, after having complied with the deposit and registration requirements for Shares held. Beneficial Owners who have taken advantage of Proxy Vote or Vote by Mail options are entitled to assist to the Meeting upon written request to be made to the Morgan Guaranty Trust Company of New York, ADR Depositary.

The Chairman of the Board of Directors
Mr. Guglielmo Antonio Claudio Moscatò

INFORMATION FOR SHAREHOLDERS

LISTS OF CANDIDATES AND THEIR PUBLICATION

Each Shareholder or group of Shareholders representing at least 1% of the Company's share capital and the Board of Statutory Auditors are entitled to present lists of candidates to statutory auditors. Lists shall be deposited at the Company's Registered Office. Lists shall contain a declaration whereby each candidate accepts the nomination and attests, under his/her own responsibility, that there are no impediments to his/her appointment and no conflict of interest resulting from the same, and that he/she meets the requirements set by existing legislation to hold the office of statutory auditor. Lists presented by Shareholders and by the Board of Statutory Auditors shall be published in three or more Italian newspapers of general circulation, two of which business dailies, respectively at least ten and twenty days prior to the date set for the Shareholders' Meeting on first call. In order to prove ownership of the number of Shares necessary to present a list, Shareholders shall present and/or deliver to the Company's Registered Office copy of the Admission Ticket Cards issued by the depositaries of the Shares, at least five days prior to the date set for the Meeting on first call.

Each Shareholder will be allowed to present or participate to the presentation of only one list and each candidate may be included in only one list, under penalty of being barred from election.

Each Beneficial Owner may vote for one list only.

VOTE BY MAIL

Beneficial Owners are entitled to exercise their right to vote by mail pursuant to the "Regulation regarding the conditions and procedures to be followed for exercising voting rights by mail" issued on December 30, 1994 by the Bank of Italy, Consob and ISVAP and published in the Gazzetta Ufficiale n. 4, January 5, 1995 (Serie generale).

As of the date of publication of the Notice of Meeting in the Gazzetta Ufficiale, Shareholders are entitled to request to the Company and the Agents a folder containing the Vote by Mail Card, the reports and the proposals of resolutions by the Board of Directors to the Shareholders on the items of the Agenda, the documents explaining the vote by mail procedures and a pre-addressed return envelope for the delivery of the Vote by Mail Card and the Admission Ticket Card to the Company.

The lists of candidates to statutory auditors presented by Shareholders representing at least 1% of the Company's share capital and by the Board of Statutory Auditors, deposited and published according to the terms hereon, will be delivered to the Agents as soon as they become available.

In order to receive the Admission Ticket Card, Shareholders willing to exercise their vote by mail shall apply to the Agents listed on the Notice of the Meeting, depositing their Shares with such Agents, or to Monte Titoli for Shares deposited therewith, by supplying the certificate pursuant to Article 3, Law 289, June 19, 1986.

Envelopes containing the Vote by Mail Card and the Admission Ticket Card shall be received by ENI S.p.A. - Segreteria Societaria, Piazzale Enrico Mattei, 1 - 00144 ROMA, Italy by June 16, 1997.

Envelopes containing Cards received by the Company after such date, or received without the Admission Ticket Card, will be considered neither for the Meeting nor for the voting procedure. Cards received by the Company without the requested signature shall not be considered in the voting procedure. The exercise of vote by mail is not compatible with voting by proxy and must be exercised personally by the Beneficial Owner.

To timely comply with admission and registration procedures, Shareholders are kindly requested to arrive at the Meeting in advance with respect to the starting time of the Meeting itself. Registration for the Meeting will take place at the same location of the Meeting starting at 9:00 a.m.

ENI S.p.A.'s Corporate Secretary is available for any further information Shareholders may need at the following numbers:
Telephone +39/6/58622421 - Fax +39/6/58622233.

COMPANIES AND FINANCE: EUROPE

Dillon Read acquisition provides a strong platform from which to launch assault on US market

SBC wins place on Wall St

By Tracy Corrigan in New York and George Graham in London

It has long been a truism in investment banking that if you want to be a player on a global scale, you have to be a player in the US, by far the world's biggest investment banking market.

SBC Warburg's deal to buy Dillon Read, the Wall Street bank, is the latest move by a European bank to claim a place in the US game.

It has not been an easy task for the Europeans, who could scarcely take on Wall Street giants such as Merrill Lynch or Goldman Sachs on their own, but were for the most part prevented by US banking laws from acquiring an existing US investment bank.

Only Credit Suisse, which by a quirk of history was allowed to take control of First Boston, could claim a seat at Wall Street's top table.

However, the erosion of US rules against mixing commercial and investment banking enabled Bankers Trust to acquire Alex. Brown, the Baltimore-based investment bank, and has now made possible SBC Warburg's deal with Dillon Read.

National Westminster Bank has followed a similar approach, adding Gleacher, a mergers and acquisitions boutique, and Greenwich Capital, the primary bond dealer and debt specialist, to its existing equity trading and capital markets activities in the US.

Other European investment banks have decided against the acquisition route, instead trying to build businesses by recruitment and organic growth that can take on the Wall Street giants directly.

But this may not come much cheaper than acquisition. Rival investment banks estimate that Deutsche Bank, which bought the investment banking subsidiary of Deut-

sche Bank, has spent close to \$700m on salaries in New York - more than the cost of Dillon Read.

Union Bank of Switzerland, too, has spent heavily on recruitment in the US. Other European banks are meanwhile concentrating on strategic expansion on their own side of the Atlantic.

The sale of Dillon Read, however, could concentrate minds, since so few other significant acquisition targets remain in the US.

"Dillon Read is certainly one of a limited number of pre-packaged entries into the US investment banking market," said Mr John Leonard, London banking analyst at Salomon Brothers, the US-based investment bank.

The acquisition gives SBC a strong platform from which to launch its assault on the US market, rather than a ticket to the big league. Unlike Warburg,

SBC's UK acquisition, Dillon Read is not a top firm in the US market.

But Mr David Solo, chief operating officer of SBC Warburg who with Mr Hans de Gier, SBC Warburg executive chairman, negotiated the deal, said: "You do not have to be a top five firm in the US to be one of the top three global investment banks".

Mr John Birkeland, Dillon Read's chairman, found the strategic fit of the two businesses compelling. "They have nothing in the US other than a very powerful derivatives business."

As well as mergers and acquisition strength, Dillon Read "has a position in equity here with a growing research department, we have an equity issuing business. We are not at the top of the league tables but we are growing."

The remaining question is: did SBC overpay? The \$600m price works out at three times book value.



David Solo: "You do not have to be a top five firm in the US to be one of the top three global investment banks"

Mr Birkeland said the maths was simple: \$400m for the franchise and \$200m for the book value. Certainly, with relatively few available targets, prices are escalating, even though many think small firms will come under increasing pressure to sell.

Failure of ING deal 'not related to price'

By Tracy Corrigan in New York and Gordon Gramb in Amsterdam

The failure of Dillon Read's talks with ING and its willingness to embrace SBC Warburg were based on the US investment bank's belief that its staff would benefit from a stronger position within the Swiss bank's corporate structure.

Dillon Read had been in discussions with ING since last year,

according to Mr John Birkeland, Dillon Read chairman, while SBC only approached it in late March.

ING "wanted to increase their ownership interest", Mr Birkeland said. But Dillon Read management "could never quite reach an understanding of how the organisation would work". The decision to turn away ING was not related to price, he added.

In particular, Dillon Read man-

agement was not told how senior Dillon managers would fit into a new structure. "They didn't make that clear," said Mr Birkeland.

He said management had decided before SBC approached Dillon Read in March to buy back the 25 per cent stake already held by ING - it had until July 1 to do so - rather than be bought by ING.

ING had been willing to preserve

the Dillon Read name, but any agreement allowing it to lift its 25 per cent holding to majority control would have required Dillon Read to be managed as part of ING Barings, which already has 1,200 staff in the US.

Under the SBC plan, senior Dillon Read staff will have leading roles. In contrast to the ING negotiations, these details were "presented at the first meeting that I

had with [SBC] in late March," said Mr Birkeland.

ING sought to play down the loss of Dillon Read. "It was not our top strategic priority," it said.

But the group's latest annual report notes: "ING Barings had in its worldwide activities in 1996 great benefit from the close co-operation with the American investment bank Dillon Read & Co." That is now at an end.

Aegon increases forecast after 23.9% advance

By Gordon Gramb in Amsterdam

Aegon, the Dutch insurance group, yesterday increased its full-year forecast after announcing a 23.9 per cent jump in first quarter net profits to €140.4m (\$222m).

Mr Kees Storm, chairman, said: "Life insurance and pension markets are on the move all over the world. Deregulation and privatisation are not just subject to discussion any more, but changes are actually taking place now."

"Every provider is trying to get a larger share of the market, of course, while at the same time consumers demand more value for money and more flexibility," he added.

The company is forecasting net earnings growth of at least 15 per cent from the €1.15bn achieved for 1996. When it released that result in late March, Aegon said it expected a 10 to 12 per cent improvement this year. Yesterday it said: "The higher than anticipated first quarter results made us decide to raise the bar."

The projections exclude any contribution from the insurance activities of the Kentucky-based Provident, for which it agreed last December to pay \$3.5bn - the biggest transaction yet seen in the US life business. Aegon said the takeover, not

yet finalised, would have a further positive impact on earnings.

Profits in the three months to March reflected 17.9 per cent autonomous growth, enhanced by currency movements as well as previous acquisitions. Premium income at €1.545bn was 13.6 per cent ahead, which in spite of buoyant equity markets outpaced a 12.9 per cent rise in investment income to €1.78bn.

Revenues rose 13.4 per cent compared with a year earlier to €1.759bn, and assets were up 7.6 per cent from December to stand at €1.97bn.

The group has changed the reporting method for its divisional and regional units to show profits before interest charges, saying this improved transparency. Operating income from the Netherlands was €1.33bn in the period, up by more than a quarter from a restated €1.259m. The Americas brought in €1.18bn against €1.158m.

Profits from the UK rose from €1.33m to €1.46m, which reflected a favourable claims experience as well as its entitlement to 90 per cent (up from 80 per cent) of the profits of Edinburgh-based Scottish Equitable. Net earnings per share totalled €1.15 compared with €1.124. Aegon shares closed up €1.20 at €143.70.

Portugal sets EdP price range

By Peter Wise in Lisbon

Portugal yesterday set a price range of €1.750-€2.250 a share for a global offer of Electricidade de Portugal, valuing the national power utility at €1.060bn (£1.360bn (\$7.9bn)).

The Socialist government will set the final price within this range on June 16, when the offer of 25-30 per cent of the EdP, which is Portugal's biggest privatisation to date, will be concluded at a special session of the Lisbon stock exchange.

EdP, currently 100 per cent state-owned, will become Portugal's biggest listed company and is forecast to account for about 8 per cent of Lisbon's total stock market capitalisation by the end of the year.

The price range is at the lower end of three independent valuations carried out by international consortia; the highest was €1.700bn. Demand for the offer is already strong, particularly among small savers, who are being offered a 6 per cent discount on the offer price and one bonus share for every 25 they buy and hold for one year.

Pre-registration for the retail offer begins on Monday. More than €100bn is calculated to have been deposited in accounts set up by banks for small savers who want to invest in EdP.

EUROPEAN NEWS DIGEST

Bank Austria woos investors

Mr Gerhard Randa, Bank Austria chairman, yesterday launched a campaign to encourage investor support for a Schöbn (\$250m) rights issue by forecasting a doubling of earnings per share over the next five years. He also promised a 50 per cent increase in return on equity, from 6 per cent to 12 per cent.

The head of Austria's largest bank, which acquired 70 per cent of Creditanstalt for Schöbn from the government at the beginning of the year, also reported an 18 per cent increase in group operating earnings to Schöbn for the first four months of the year. He also predicted higher operating and net profit for the full year.

Bank Austria's top management will start a European roadshow next Monday, ahead of the placement of non-voting preferred shares scheduled for June. The bank plans another capital increase in the autumn, when it will swap Creditanstalt minority shares against its own stock. The government is also planning a public offering of its 19 per cent voting stake in Bank Austria.

Most analysts welcome Bank Austria's takeover of Creditanstalt, but some have questioned its ability to integrate the two banks. As part of a political deal, Mr Randa pledged to keep the two banks formally separate for five years, but he moved quickly to replace Creditanstalt's top management and merge foreign investment banking and some back-office operations.

For 1996, Bank Austria reported a 28 per cent drop in pre-tax earnings from Schöbn to Schöbn. In contrast, Creditanstalt had a strong year, with net income climbing 20 per cent from Schöbn to Schöbn. *Eric Frey, Vienna*

BASF rises to DM1.16bn

BASF, the German chemicals group, recorded pre-tax profits of DM1.16bn (\$682m) in the first quarter of this year, 3.5 per cent higher than the same period last year. Sales rose 13.6 per cent to DM13.4bn.

The group said it expected continued strength in sales and earnings. "Orders received and in hand confirm these growth prospects. We are aiming to increase group sales to over DM50bn in 1997 and to exceed last year's results," it said. In 1996, net profit rose 13 per cent to DM2.8bn on sales up 5.5 per cent to DM49bn.

Mr Jürgen Strube, chairman, told the group's annual shareholders meeting: "In 1997 we will again show our shareholders that BASF has become more agile, quicker, and more profitable." *Graham Bowley, Frankfurt*

Autostrade sale advances

SBC Warburg and Banca Commerciale Italiana have been chosen by Iri, the Italian state holding company, as joint global co-ordinators for the privatisation of Autostrade, the operator of toll highways controlled by Iri. The motorway company, with 1996 group revenues of L3,254bn (\$1.9bn), is scheduled to be privatised this year. BCI will lead the share placement on the Italian market, while SBC Warburg will co-ordinate the international tranche. *Paul Bens, Milan*

BMW advances 17.4%

BMW, the German carmaker, yesterday reported a 17.4 per cent increase in sales to DM24.3bn (\$14.3bn) in the first five months of the year, and outlined a confident prospect for Rover, its UK subsidiary. Group deliveries rose 7.6 per cent to 497,000 cars, compared with the same period the previous year. At BMW, deliveries rose 10.5 per cent to 288,000; Rover was 3.9 per cent ahead at 209,000. Mr Bernd Fischer, group chairman, said: "The Rover Group will build up its market position on the international car market through new models and the development of its marketing organisation."

Graham Bowley, Frankfurt

Acquisitions help lift CSM

CSM, the Dutch foods group, improved net profits 8.1 per cent to €110.1m (\$52.6m) in the six months to March. Sales were up 11.1 per cent to €1.16bn, with more than half the increase stemming from acquisitions. The next six months were expected to produce a further rise in profits, the company said yesterday.

Revenues from sugar, its traditional core business, dipped slightly, but operating earnings were firmer. Its ingredients division showed strong growth, in part as a result of an expansion in US baking products. In CSM's other food activities, earnings rose slightly as it acquired Malaco, a Scandinavian confectionery producer, but sold its Droste chocolate and cocoa business. *Gordon Gramb, Amsterdam*

Mol offer oversubscribed

The secondary domestic offering of almost 4m shares - a 4 per cent stake - in Mol, the Hungarian oil and gas company, has been heavily oversubscribed. The 2 per cent stake allocated to "institutional" investors - those applying for 500 shares or more - was 44 times oversubscribed. The 2 per cent stake allocated to individual retail investors was three times oversubscribed. The shares were priced at Ft 2,970, and the domestic offer raised about \$65m. *Kester Eddy, Budapest*



Recommended offer by
Morgan Stanley & Co. Limited

on behalf of
Siebe plc
for
APV plc

Morgan Stanley & Co. Limited ("Morgan Stanley") announces on behalf of Siebe plc ("Siebe") that, by means of a formal offer document dated and despatched on 15 May, 1997 (the "Offer Document") and by means of this advertisement, Morgan Stanley is making a recommended offer (the "Offer") on behalf of Siebe to acquire all the existing issued and fully paid ordinary shares of 10p each in APV plc ("APV") not already owned by Siebe and any further shares which are unconditionally allotted or issued prior to the date on which the Offer closes (or such earlier date, not being earlier than the date on which the Offer becomes unconditional as to acceptances or, if later, 5 June, 1997, as Siebe may determine) ("APV shares").

A person who accepts the Offer (but does not elect for the Cash Alternative described below) will receive 0.10955 new ordinary shares of 25p each in Siebe ("new Siebe shares") for each APV share. On the basis set out in the Offer Document, the Offer values each APV share at approximately 108.5p and the entire issued and to be issued ordinary share capital of APV at approximately £338.4 million.

Persons accepting the Offer may elect to receive cash, free of all expenses, in respect of all or part of their holdings of APV shares on the basis of 97.5p in cash for each APV share. The Cash Alternative is being provided partly by Siebe and partly by Morgan Stanley & Co. International Limited ("Morgan Stanley & Co. International"). Siebe will provide the cash which may be required to satisfy valid elections for the Cash Alternative from its own resources in respect of up to the first 133 million APV shares; this number will be reduced to the extent that any member of the Wider Siebe Group (as defined in Part A of Appendix 1 to the Offer Document) acquires or agrees to acquire APV shares otherwise than pursuant to the Offer and/or the Cash Alternative on or after 5 May, 1997. Thereafter, to the extent that there are additional valid elections for the Cash Alternative, Morgan Stanley & Co. International will pay, or cause to be paid, cash to satisfy such valid elections (up to a maximum of 17,083,661 new Siebe shares). The Cash Alternative is conditional, inter alia, upon the Offer becoming or being declared unconditional to all respects.

The new Siebe shares issued pursuant to the Offer will be issued credited as fully paid and will rank pari passu in all respects with the existing Siebe shares including the right to receive and remain in full dividend and other distributions declared, made or paid hereafter and Siebe agrees to extend it, if, within the financial year ended 5 April, 1997 payable in October, 1997, APV shareholders will remain the right to receive an interim dividend of 1.7p (net) per APV share for the year ending 31 December, 1997 which the Board of APV has resolved to pay in lieu of the final dividend of the same amount announced on 20 March, 1997. This interim dividend will be paid on 1 July, 1997 to APV shareholders on the register at the close of business on 7 April, 1997. The extension date for this interim dividend is 1 April, 1997. Application has been made to the London Stock Exchange for the new Siebe shares issued pursuant to the Offer to be admitted to the Official List.

The full terms and conditions of the Offer and the Cash Alternative referred to above (including details of how the Offer may be accepted) are set out in the Offer Document and the Form of Acceptance. APV shareholders who accept the Offer may rely only on the Offer Document and the Form of Acceptance for all the terms and conditions of the Offer (including the Cash Alternative). The Offer is conditional, inter alia, on the receipt of satisfactory clearance from the relevant competition authorities.

The Offer is, by means of this advertisement, extended to all persons to whom the Offer Document may not be despatched who hold, or who are entitled to have allotted or issued to them, APV shares. Such persons are informed that copies of the Offer Document and Forms of Acceptance are available for collection from The Royal Bank of Scotland plc, Registrars Department, New Issues Section, PO Box 859, Consort House, East Street, Bedfordshire, MK43 9JZ or The Royal Bank of Scotland plc, Registrars Department, New Issues Section, 5-10 Great Tower Street, London EC3P 3JX.

The Offer and the Cash Alternative will initially be open for acceptance until 3.00 pm on 5 June, 1997. If the Offer is then (or is then capable of being declared) unconditional as to acceptances, the Cash Alternative will close unless Morgan Stanley & Co. International and Siebe agree to extend it. If, at such time, the Offer is not (and is not then capable of being declared) unconditional as to acceptances and is extended beyond that time, Siebe has reserved the right to close or to extend the Cash Alternative. If the Cash Alternative lapses or closes, Siebe has reserved the right to re-introduce a cash alternative as long as the Offer is then still conditional as to acceptances.

The Offer (including the Cash Alternative) is not being made, directly or indirectly, in or to, or by use of the mails, or by any means or instrumentality (including, without limitation, facsimile transmission, telex and telephone) of interstate or foreign commerce, or of any facility of a national securities exchange, of the United States, Canada, Australia or Japan. Persons wishing to accept the Offer should not use such mails or any such means, instrumentality or facility for any purpose directly or indirectly related to the Offer since doing so may render invalid any purported acceptance of the Offer.

This advertisement is not being published or otherwise distributed or sent in, into or from the United States, Canada, Australia or Japan and persons reading this advertisement (including custodians, trustees and nominees) must not distribute or send this advertisement, the Offer Document, Form of Acceptance or any related documents in, into or from the United States, Canada, Australia or Japan, or use the United States, Canadian, Australian or Japanese mails or any such means or instrumentality for any purpose directly or indirectly in connection with the Offer and so doing will render invalid any related purported acceptance of the Offer.

The new Siebe shares to be issued pursuant to the Offer have not been, and will not be, registered under the United States Securities Act of 1933 as amended (the "Securities Act") nor under any relevant securities laws of Canada, Australia or Japan or any state of the United States and may not (except, in the case of the United States, pursuant to an exemption from the Securities Act) be offered, sold or delivered, directly or indirectly, in or into the United States, Canada, Australia or Japan.

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16 May, 1997

TO THE HOLDERS OF
SATORI ELECTRIC CO., LTD.
(the "Company")

YEN 5,500,000,000
¼ PER CENT. CONVERTIBLE BONDS DUE 2002
and
WARRANTS

to subscribe for shares of common stock
of the Company issued in conjunction with
U.S.\$60,000,000
3 PER CENT. GUARANTEED BONDS DUE 2000

Notice of Stock Split and
Adjustment of Conversion Price and Subscription Price

NOTICE IS HEREBY GIVEN in connection with the above mentioned convertible bonds (the "Bonds") and warrants (the "Warrants") as follows:

The Board of Directors of the Company at the meeting held on 12th May, 1997 resolved that the Company shall make a stock split (the "Stock Split") whereby each share of common stock of the Company (the "Shares") held by its shareholders of record as of 31st May, 1997, Japan time (the "Record Date"), will be divided into 1.2 Shares, and that the Stock Split shall take effect on 18th July, 1997, Japan time, at which time additional Shares will be issued to such shareholders of record pursuant to the Stock Split. The Record Date is a Saturday, on which the transfer agent of the Shares will be closed. Accordingly, holders of the Bonds and holders of Warrants wishing to participate in the Stock Split must effect conversion of the Bonds and the exercise of Warrants, respectively, on or prior to 30th May, 1997, Japan time.

As a result of the Stock Split, the conversion price at which Shares are issuable upon conversion of the Bonds (the "Conversion Price"), currently Yen 4,194.2 per Share, will be reduced to Yen 3,495.2 per Share pursuant to paragraph (i) of sub-clause (H) of Clause 7 of the Trust Deed dated 24th October, 1995 relating to the Bonds and the subscription price at which Shares are issuable upon exercise of the Warrants (the "Subscription Price"), currently Yen 4,177.5 per Share, will be reduced to Yen 3,481.3 per Share pursuant to Clause 3.1 of the Instrument dated 30th May, 1996 relating to the Warrants. These adjustments of the Conversion Price and the Subscription Price shall become effective on 1st June, 1997, Japan time, which is the day immediately after the Record Date.

Dated: 16th May, 1997

The Sumitomo Bank, Limited
on behalf of Satori Electric Co., Ltd.

THE THAILAND INTERNATIONAL FUND Limited

International Depositary Receipts (IDRs)
Issued by
Morgan Guaranty Trust Company of New York

Notice of Annual General Meeting
NOTICE IS HEREBY GIVEN that the Annual General Meeting of The Thailand International Fund Limited will be held on 10 June, 1997 at the offices of Fidelity International Limited, Pembroke Hall, Hamilton HM CX, Bermuda at 9.00 am for the following purposes:

- To receive and approve the Report of the Directors and Auditors and the Financial Statements of the Company for the year ended 31st December, 1996.
- To re-elect the following Directors:
(a) C Bruce Johnson
(b) O Amerghat
(c) C T M Collins
(d) W Edwards
(e) A M McKeezie
(f) U Vichayabhat
(g) S Vornvuthi
- To approve payment of Director's fees for the year ended 31st December, 1997.
- To approve the declaration and payment of a dividend of US\$0.20 per share to all holders of Participating Shares.
- To re-appoint Coopers & Lybrand as Auditors of the Company and to authorise the Board to fix their remuneration for the year ended 31st December, 1997.

Voting arrangements for IDRs-holders

IDR-holders who wish to vote must follow the procedure explained hereunder:

- IDR-holders must:
- deliver the IDRs to the Depositary at the latest on 30 May 1997 at the address given below attention: Securities Department - Telephone 322.508.86.47 - votes should be cast, and indicate to whom the IDRs should be returned after the meeting
- instruct EUROCLEAR or CEDEL to block the number of shares for which they want to vote on their behalf.

Copies of the Annual Report, 31st December 1996 of the Company are available from the Depositary at the address indicated below.

Depositary: Morgan Guaranty Trust Company of New York

35 Avenue des Arts, 1040 Brussels

JP Morgan

حکومت العراق

COMPANIES AND FINANCE: THE AMERICAS

INTERNATIONAL NEWS DIGEST

Royal Oak to mothball mines

Royal Oak Mines, the North American gold producer, intends to suspend operations at some high-cost mines to conserve cash. Analysts have warned for some time that the clouded outlook for gold, now hovering around \$340-\$350 an ounce, has raised the prospect of mine closures and consolidation among high-cost producers. Other North American producers vulnerable to low prices include Echo Bay Mines and Pegasus Gold. Echo Bay has shelved plans for a US\$300m project in Alaska. Toronto-based TVX Gold recently closed its 60 per cent-owned Casa Berardi mine in Quebec.

Royal Oak reported a first-quarter loss of C\$8.1m (US\$5.84m), or 6 cents a share, against earnings of C\$1.4m, or one cent, a year earlier. Negative cash flow rose from C\$3.7m to C\$66.3m. Mr Dave Thomas, analyst at Griffiths McBurney in Toronto, said: "Royal Oak has got an impressive record of making money, and this is a real blow."

Ms Margaret Witte, Royal Oak's chief executive, made her mark by buying several high-cost operations in Newfoundland and Canada's Northwest Territories in the early 1980s at fire-sale prices. "They were banking on higher gold prices," Mr Thomas said.

Royal Oak's total output climbed from 195,000 ounces in 1991 to 389,000 last year. But cash costs, which exclude depreciation, rose to \$373 an ounce in the first quarter from \$248 a year earlier, and \$327 in 1991. Due to hedging, Royal Oak received an average price of \$411 an ounce. However, the company is anxious to improve cash flow to help finance construction of a number of lower-cost projects, notably the C\$380m Kemess mine in British Columbia.

Royal Oak said it would focus on successful completion of Kemess and on operating its lower-cost mines to maximise cash flow. It intends to suspend operations that cannot generate cash at prices of \$350 an ounce.

The Hope Brook mine in Newfoundland is due to close this year. Other properties with an uncertain future include the Colomac mine in the Northwest Territories, which Royal Oak bought and modernised in 1993.

In another cash-saving measure, construction of the Matichewen project in Ontario has been pushed back by six months. Production is now scheduled to start in mid-1999. Shares of high-cost producers have fallen sharply in recent months, with Royal Oak trading at C\$3.90 in Toronto early yesterday, down from a 52-week peak of C\$6.10.

Bernard Simon, Toronto

Indonesia mines official sacked

President Suharto of Indonesia has ordered the removal of a senior official in the country's department of mines and energy following the scandal surrounding the Busang field in east Kalimantan, falsely claimed to be the world's largest gold deposit. Indonesia's minister of mines and energy, Mr Ida Bagus Sudjana, said Mr Umar Said, the secretary general for mines and energy, would be replaced by the chief of the state-owned mining company Aneka Tambang, Mr Darmoko Slamet. However, he denied the replacement was related to the Busang gold hoax. "It's usual," he said.

Mr Said is understood to have played an important role in the Busang affair earlier this year when international mining companies linked up with members of President Suharto's family in a drawn out and highly political tussle for control of the Busang field.

His dismissal is the second shake-up within the mines and energy department after Mr Kuntoro Mangkusubroto was replaced as director general of mining in March. Mr Kuntoro was responsible for awarding exploration and mining permits. Mining executives privately cast doubt on official claims that Mr Kuntoro's dismissal was not related to the ownership struggle for Busang.

Manuela Saragosa, Jakarta

The Bre-X scandal, Page 6

Delgratia sued for 'false' claim

A class-action suit has been filed against a second Canadian exploration company for allegedly making false and misleading statements about gold reserves at one of its properties. The legal action against Delgratia Mining comes just weeks after court proceedings began against Bre-X Minerals, the Canadian exploration company whose claims to have found the world's largest gold mine were recently proved false. It could become a test case to determine what investors can reasonably be expected to assume from comments made by venture capital mining executives. The suit claims that Delgratia misled shareholders by stating in a Bloomberg interview that its Josh property in Nevada contained 5m ounces of gold.

However, Delgratia said it had never made claims about the site's reserves, but that a company official had told the Bloomberg reporter the site had the "potential for" 5m ounces of gold. Analysts pointed out that language common to the mining industry could easily be misinterpreted by inexperienced investors and observers. "There's a lot of misrepresentation out there," said one. Delgratia shares plunged 77 per cent after a Nevada mining official questioned the figure in late March.

Analysts are worried the case could further damage the Canadian mining industry, which suffered a blow when Bre-X's Busang deposit was exposed as the largest mining hoax ever. Delgratia, dismissing the lawsuit as "trivial" and "shallow", said it stood by its official comments about the site's potential. It suggested that the Bre-X scandal and ensuing lawsuits had prompted Delgratia investors to pursue legal action. "It's a very harsh environment for junior mining companies right now. You're guilty until proven innocent," it said.

Scott Morrison, Vancouver

Shareholders spurn Sallie Mae

Sallie Mae, the US government-backed institution which finances student loans, failed to win shareholder support yesterday for its plan on how the organisation should be privatised. Coming less than a week after a rival plan from a group of dissident directors also failed to attract sufficient backing, the development leaves the future of one of the largest US financial institutions finely balanced.

The company's board, under Mr Lawrence Hough, chief executive, needs a majority of shareholders to vote for its plan before it can proceed. Under legislation passed last year, shareholder support is a necessary step in the process of surrendering the Federal guarantee behind the institution, whose official name is the Student Loans and Marketing Association.

A special shareholder meeting yesterday was adjourned after it emerged that management's plan had received support from only about 40 per cent of shareholders. That is similar to the level of support for the alternative privatisation plan, which was presented last week at a rival shareholders meeting called by eight dissident directors.

Commenting on yesterday's inconclusive vote, Mr Hough said: "It's clear that the majority of our shareholders want privatisation, but many of them have concerns about board control and board representation." He added that the company would try to modify its proposals to reflect these concerns, and would reconvene the meeting on 5 June for a new vote.

Mr Hough's comments suggested that it is the organisation's proposed board structure, rather than its business plan, which has caused its investors to withhold their support. The company's own business plan would leave Sallie Mae largely unchanged, engaged mainly in refinancing student loans which have been originated by other lenders. Mr Lord's rival plan would involve the company in originating its own loans, a move that would put it into direct competition with the banks.

Richard Waters, New York

Economic growth yet to benefit retailers

By Richard Tomkins
in New York

First-quarter results from the big US store groups show that the retail sector, burdened by overcapacity, is still struggling to benefit from increases in consumer spending brought by growth in the US economy.

On the plus side, most retailers managed to do a better job of matching supplies of goods with customer demand, so avoiding the severe mark-downs that have characterised their performance so often in the past.

But the mixed results saw some retailers blaming the reliable stand-by, the weather, for weak profits. An unusually cold and wet spring, they said, had discouraged people from buying clothes made for warmer weather - or indeed, from venturing out to the stores at all.

According to figures from the Commerce Department, the first quarter should have looked good for US store

groups. Retail sales rose in the first two months of the year - by 1.5 per cent in January and by the same again in February.

But for most US retailers, the first quarter spans a period from the beginning of February to the end of April, and figures from the Commerce Department this week showed that retail spending took a breather during most of this period, showing zero growth in March and falling by a provisional 0.3 per cent in April.

This left many retailers struggling to do well in what is traditionally their weakest quarter of the year. Two of the few that bucked the trend were Wal-Mart Stores, the discount store chain, and Sears Roebuck, the department store group. Wal-Mart, continuing its remorseless expansion, increased net profits by 14 per cent to \$652m thanks to a big sales increase. Sears Roebuck turned in the latest in a long series of strong results with a 20 per cent increase in net profits to \$182m.

US retailers - first-quarter results

Company	Sales (\$bn)	%	Profit (\$m)	%
	1997	1996	1997	1996
Wal-Mart Stores	25.4	22.9	652	571
Sears Roebuck	8.8	8.0	182	151
Kmart	7.3	7.0	14	88
JC Penney	6.7	4.6	139	142
Fed Dept Stores	3.4	3.3	24	30
May Dept Stores	2.6	2.4	94	96
Gap	1.2	1.1	84	82
Woolworth	1.8	1.8	1	22

Notes: Figures exclude discontinued operations. %, Net profit, figures in brackets indicate loss. Source: company reports

Kmart, the second biggest US discount store chain, built on its recent recovery from a long period of very poor results. The company has been converting its stores to a new format called Big Mart, and yesterday reported net profits of \$14m, an improvement over its losses of \$36m a year earlier.

Another company recovering from severe difficulties is Woolworth, which earlier this week edged into net profits of \$1m after the previous year's losses of \$22m. Sales fell because the com-

pany eliminated 550 stores as part of its rationalisation plan.

Elsewhere, J.C. Penney and May Department Stores turned in bland performances, blaming weak demand and mark-downs.

However, Federated Department Stores, owner of the Bloomingdale's and Macy's chains, continued to recover from the cost of absorbing recent acquisitions.

Gap, the clothing chain, illustrated the troubles facing clothing retailers when it



Floyd Hall: Kmart chief reported return to black

reported a profit increase of just 3 per cent to \$94m.

Sales at stores that had been open a year or more fell by 3 per cent, but new store openings helped compensate. One sector that continued

to do well was luxury goods, continuing from strong growth in tourism and soaring Wall Street profits.

Tiffany, the jeweller, increased net profits by 75 per cent to \$8.9m.

Dow Chemical buys out partner for \$1.2bn

By Laurie Morse in Chicago

Dow Chemical, of the US, agreed to buy Eli Lilly's interest in their eight-year-old agricultural products joint venture, DowElanco, in a transaction valued at \$1.2bn. The move further consolidates the global agricultural chemicals industry, and gives Dow Chemical a dominant position in crop insecticides.

The transaction, which comprises \$900m in cash and

\$300m in undistributed joint-venture profits to Lilly, is expected to close at the end of the second quarter. It is likely to result in an after-tax gain of \$310m to \$340m for Lilly, or between 56 cents and 62 cents a share. Mr Randall Tobias, Lilly's chairman, said the company would use the majority of the proceeds for near-term debt reduction.

Lilly said that its original contribution to DowElanco was valued at \$230m, giving

the company a 25 per cent after-tax return from the investment. A Lilly spokesman said terms of the joint venture had established a \$900m cap on its interest in the project, and that current market valuations had made it a prudent time for Lilly to sell.

Indianapolis-based DowElanco, in which Dow had held a 60 per cent interest, was formed in 1989 by combining the plant sciences businesses of both parent

companies, as well as Dow's specialty pest management business. With \$2bn in annual sales, it is one of the world's largest research-based agricultural companies.

It is the research and development assets of the unit that most interest Dow, particularly DowElanco's majority ownership of California-based Mycogen Corporation, a plant research boutique that holds important patents on the technology

that engineers seeds for crops to resist insects.

"We view the agricultural products business as an engine for growth, which will be accelerated by DowElanco's increased commitment to agricultural biotechnology. This acquisition is part of our value growth strategy to increase investment in performance businesses," said Mr William Stavropoulos, Dow chief executive.

Mr James Wilbur, a chemi-

cals industry analyst at Smith Barney in New York, said the move was a strategic one for Dow. "Biotechnology is transferring the functionality of killing bugs from chemicals or pesticides over to the seeds themselves."

Mr Wilbur said that commodity chemicals' growth prospects were sluggish, and that biotech solutions could only take business away from traditional agricultural chemical products.

A new European union

FTSE International and Amsterdam Exchanges together launch two pan-European indices

In addition to a revamped FTSE Eurotop 100, the new FTSE Eurotop 500 index will enable investors to trade Europe in one easy transaction.

For more information please contact
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COMPANIES AND FINANCE: ASIA-PACIFIC

NAB fends off takeover approaches

By Nikki Tait in Melbourne

National Australia Bank, the country's largest commercial bank, is fending off approaches from foreign banks following the federal government's decision to lift the ban on foreign takeovers of Australia's big four banks.

Mr Don Argus, NAB managing director, said there had been calls from "friendly merchant bankers in the northern hemisphere", suggesting that NAB could be a target. While admitting to feeling vulnerable, Mr Argus stressed: "I've got the 'not welcome' sign up".

He was speaking after NAB

reported a 14.1 per cent increase in interim profits to A\$1.14bn (US\$890m) after tax. The result, for the six months to end-March, came after a reduced charge for bad and doubtful debts, from A\$162m to A\$105m. The bank said underlying profits were 10.9 per cent higher at A\$1.35bn.

Basic earnings per share rose 10.7 per cent to 76.3 cents, and the return on shareholders' funds increased from 18.9 per cent to 17.2 per cent.

The result reflected a small profit improvement in the Australian operations, and much larger gains from NAB's overseas operations in

the UK, New Zealand and the US. Non-interest income was also up strongly, by 14.6 per cent at A\$1.61bn.

But Mr Argus sounded a cautious note about the second half. He said the outcome would be influenced by the extent to which business and consumer confidence picked up in Australia.

NAB's net interest margin fell from 4 per cent to 3.6 per cent, while net interest income increased 3.6 per cent to A\$2.59bn. The cost to income ratio, meanwhile, was 54.2 per cent, compared with 55.5 per cent a year ago. Mr Argus added that his target was still to

get to 40 per cent by the end of the century.

The core Australian business posted a 1.4 per cent rise in after-tax profit to A\$721m. The net interest margin fell from 3.9 per cent to 3.3 per cent, but there was a "strong increase" in lending volumes. Mr Argus denied that NAB was taking on lower-quality business, although he admitted that "some fragility" was beginning to surface in the lending market overall, among both consumers and small businesses.

The UK and Irish operations - which take in Clydesdale, Northern, Yorkshire and National Irish

banks - contributed a sharply improved A\$215m, against A\$161m. This was partly due to reduced bad and doubtful debt charges at Northern and Yorkshire, cost controls at Clydesdale and Yorkshire, and good growth in term lending at Northern.

Bank of New Zealand profits rose 31.3 per cent to A\$172m, writes Terry Hall in Wellington. Mr Gordon Wheaton, managing director, said funds invested in unit trusts rose 82 per cent while pension sales were up 50 per cent. In the US, Michigan National made A\$82m, compared with A\$69m in a five-month period last time.

Expansion costs put DDI into loss

By Michio Nakamoto in Tokyo

DDI, the Japanese long-distance and cellular phone company, fell into a net loss last year as a result of high capital spending and incentive costs associated with the start of its Personal Handyphone System businesses.

The company reported a consolidated net loss of ¥26.2bn (\$21m), compared with a profit of ¥4.3bn a year earlier. Pre-tax profits fell 65 per cent from ¥61.8bn to ¥21.4bn.

However, substantial growth in Japan's cellular phone market, which has been spurred by falling handset prices, lower rates and a greater variety of services, supported a 52 per cent increase in consolidated sales, from ¥669.6bn to ¥1,016.4bn.

DDI's core long-distance business was affected by discounts for volume-use customers and falling rates.

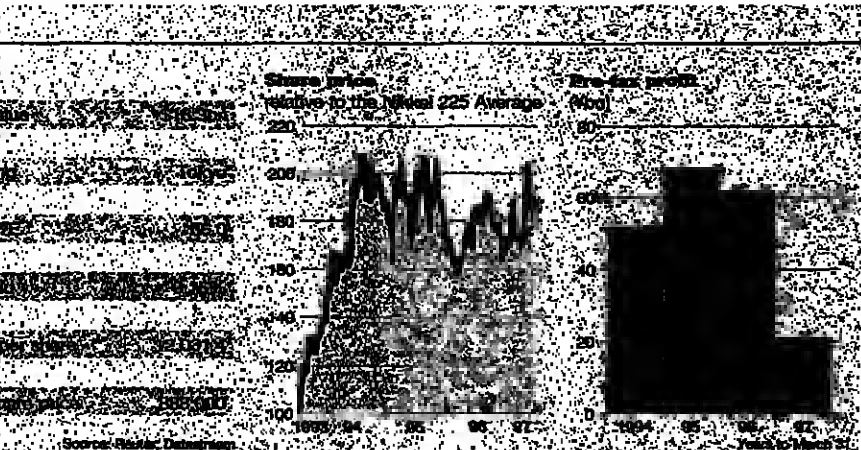


Chairman Kazuo Furukawa

PROFILE

DDI

DDI is a Japanese long-distance and cellular phone company. It is a subsidiary of the Daiichi Kangaroos Group. The company is listed on the Tokyo Stock Exchange.



The Japanese cellular phone market is the fastest growing among large economies. Total subscribers doubled in 1996 to 20.88m, while the penetration rate climbed from 8.2 per cent to 16.7 per cent, according to Mr Andrew Haskins, industry analyst at HSBC James Capel in Tokyo.

DDI saw subscriptions rise 74.8 per cent, to 3.4m units, at its eight consolidated cellular phone companies in Japan.

PHS, which is a lower-cost form of cellular service offered by DDI but with a more restricted network, has also seen rapid growth. Subscriptions for the service

more than tripled last year, to 2.9m, although fierce competition has put pressure on profits.

DDI has also been investing substantial amounts in infrastructure: capital spending at its eight cellular phone companies was ¥197.5bn last year. DDI expects profitability

to improve this year as its cellular and PHS businesses expand.

The company forecasts a 19 per cent increase in consolidated revenues, to ¥567.8bn, and a 17 per cent rise in pre-tax profits to ¥67.8bn. Net profits are expected to be ¥37.8bn.

Fletcher Challenge ends trust scheme

By Terry Hall in Wellington

Fletcher Challenge, the New Zealand resource group, is to dismantle its controversial employee unit trust scheme.

The scheme had been widely seen as a protective measure against takeovers of its building, energy, forests and paper divisions, which are separately listed on many international stock exchanges. It had long been a source of contention with investors, who claimed it depressed the value of the shares.

Mr Ian Donald, chief financial officer, said shareholders would welcome the change. The trust "presented an overhang of shares that would one day hit the market", he said. "The arrangement will simplify the group's financial structure and balance sheet, and should deliver increased value to shareholders."

The group said it had reached agreement with the trustees of the Fletcher Challenge Employee Unit Trust to reorganise the trust and its funding arrangements. The agreement, which came into force yesterday, reduced the trust's stake in Fletcher Challenge from 11.7 per cent to 2.7 per cent. It also repaid funding provided by the trust to Fletcher Challenge.

The trust's shareholdings will be acquired at current market prices and will be redesignated as Treasury Stock with no dividend or voting rights. The assets will be held across the four divisions.

Weak market hits Japan's developers

By Gwen Robinson in Tokyo

Continuing inertia in Japan's property market and weak share prices drove down 1996 earnings at some of the country's leading property developers.

The poor results highlight the weak impact of government efforts last year to revitalise the property market, and the losses inflicted by the stock market's decline on large developers' equity portfolios.

However, most expect conditions to improve this year, reflecting a growing consensus that property prices are

bottoming out and property companies are making progress in dealing with non-performing assets and debt burdens.

Mitsubishi Estate, Japan's second-largest developer, said unconsolidated recurring profit fell 44 per cent to ¥16.3bn (\$137m), although after-tax profit soared to ¥37.3bn on the sale of a Tokyo office building during the year. In the previous year, the company suffered an after-tax loss of ¥121.3bn. Overall sales, however, were flat at ¥401.9bn. Operating profit fell 28 per cent to ¥52.5bn. Mitsubishi Estate

expects after-tax profits this year to fall 54 per cent to ¥17bn, while recurring profit is projected to increase 4.2 per cent to ¥17bn.

Sumitomo Realty and Development, the third-largest developer, announced that unconsolidated recurring profit for the year plunged 76 per cent to ¥1.15bn, mainly because of losses in equity holdings.

Sales fell 3.8 per cent to ¥223.3bn on the continuing decline in land prices. After-tax profit fell 64.4 per cent to ¥1.06bn, or ¥2.60 a share, compared with ¥7.31 the previous year. For the year to

March, Sumitomo Realty expects earnings to recover, with unconsolidated recurring profit projected to rise to ¥6.0bn and after-tax profit to ¥4.5bn, or ¥11.06 per share, on projected sales of ¥250bn.

Tokyo Land Corporation, another leading developer, yesterday reported a recurring loss of ¥4.8bn for the third consecutive term - mainly because of the accelerated disposal of non-performing assets and financial assistance to a troubled subsidiary. The operating profit for the year was ¥4.4bn, compared with a loss

of ¥3.6bn, on flat sales of ¥264.2bn. However, an extraordinary loss related to its bail-out of the subsidiary caused an after-tax loss of ¥7.9bn.

For the current year, Tokyo Land expects recurring profits and after-tax profits of ¥1bn each. Sales are projected to rise 8 per cent to a record ¥285bn, on expected growth in the condominium market and resort facility memberships. The company hopes to complete disposal of non-performing assets by writing off losses worth ¥12bn, which will lower interest-bearing debt.

Notification of Dividend

The Annual General meeting held on May 15, 1997 confirmed the distribution of a dividend of DM 1.70 per share valued DM 5.00 at par for the financial year 1996.

The dividend will be paid on or after May 16, 1997 net of 25 % withholding tax plus an additional surcharge of 7.5 % against submission of dividend coupon No. 15 as appropriate at one of the paying agents listed in issue No. 89, dated May 16, 1997 of the German "Bundesanzeiger" (Federal Gazette).

In the United Kingdom the dividend payment, which is free of charge, will be made in Pounds Sterling with conversion from Deutschmarks at the rate prevailing on the day of submission of the dividend coupon and will take place through the London offices of the following Companies:

In accordance with the Double Taxation Agreement of November 26, 1964, as amended on March 23, 1970, between the United Kingdom and the Federal Republic of Germany, the withholding tax plus the mentioned surcharge in respect of shareholders resident in the United Kingdom is reduced to 15 %. To claim this reduction, shareholders must submit an application for reimbursement before December 31, 2000, to the Bundesamt für Finanzen, Friedhofstr. 1, D-53225 Bonn.

S. G. Warburg & Co. Ltd., 2 Finsbury Avenue, London EC2M 2PP.
Deutsche Bank AG, London, 6, Bishopsgate, London EC2P 2AT.

The Board of Executive Directors
BASF Aktiengesellschaft

D-67056 Ludwigshafen/Rhine
May 16, 1997

BASF

CHEVY CHASE MASTER CREDIT CARD TRUST II

U.S.\$138,000,000

Class A Floating Rate Asset Backed Certificates, Series 1995-B

U.S.\$12,000,000

Class B Floating Rate Asset Backed Certificates, Series 1995-B

Class	Interest Accrual Rate	Coupon Amount (USD)
A	5.917500%	US\$770,333.33
B	6.057500%	US\$604,013.33

Interest Determination Dates: 05/15/97 to 05/15/97

Days in Accrual Period: 32

These Interest Accrual Rates and Coupon Amounts should be used when determining the interest payable on Monday, June 16, 1997.

Bankers Trust Company as Trustee

May 16, 1997

Notice to Bondholders

Yangming Marine Transport Corporation

(Incorporated in a company limited by shares in Taiwan, Republic of China)

U.S. \$160,000,000

2 per cent Bonds due 2001

(the "Bonds")

Notice is hereby given pursuant to Condition 8(B) of the Terms and Conditions of the Bonds that the Company has provided to the Trustee a legal opinion confirming items (i) to (iii) of Condition 8(B).

16th May, 1997 Yangming Marine Transport Corporation

The Financial Times plans to publish a Survey on

Hong Kong & China

on Monday June 16

The handover of Hong Kong to China will be one of the most closely watched world events of 1997. This survey will examine how Hong Kong will embark upon its new future, how China will handle the challenges of taking responsibility for 6 million capital city citizens, and how it marks the end of an empire for Britain.

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PRESS RELEASE FOLLOWING THE

ANNUAL GENERAL MEETING OF APRIL 29, 1997

DIVIDEND

The Annual General Meeting of April 29, 1997, has declared for 1996 a dividend of US\$ 6.10 per Dividend Share (compared to the dividend of US\$ 5.80 paid the previous year) for shareholders of record at close of markets on May 30, 1997. The dividend, free of withholding tax in Luxembourg, will be payable as of June 2, 1997 on the Dividend Shares (coupon Nr 3 for bearer shares) and the amount corresponding to the dividend will be attributed to the Capital Shares.

CURRENT GEOGRAPHIC BREAKDOWN OF ASSETS

Cash	10.0%	Japan	10.9%
North America	23.8%	Europe	43.3%
Pacific Basin ex-Japan	9.5%	Gold bullion and gold mines	2.5%

NET ASSET VALUE AS OF MAY 14, 1997

PER SHARE OF US\$ 50	DIVIDEND SHARE	CAPITAL SHARE
US\$	US\$	US\$
NET ASSET VALUE	422.81	429.25
SALE PRICE	424.92	431.40
REPURCHASE PRICE	420.70	427.10

As of May 14, 1997, the net asset value per share is up 5.71% from December 31, 1996.

Longer term results show the net asset value with dividends reinvested, expressed in US\$, rose by 9.88% annualized over 5 years, by 7.65% annualized over 10 years and by 12.88% annualized over 15 years, for the periods ending April 1997.

The 1996 annual report and the current prospectus are available upon request at the Company's registered office, 7, Place du Théâtre, Boîte Postale 408, L-2014 Luxembourg, Telephone: (352) 46 24 01 / 46 24 02 - Telefax: (352) 46 25 27.

J.P. Morgan & Co.

Incorporated

US\$250,000,000

Subordinated Floating rate

notes due November 2002

In accordance with the

provisions of the notes, notice

is hereby given that for the

interest period 16 May 1997 to

17 November 1997 the notes

will carry an interest rate of 6%

per annum. Interest payable on

the relevant interest payment

date 17 November 1997 will

amount to US\$154.17 per

US\$100,000 note (US\$ 154.17)

plus US\$ 292.00 (US\$ 292.00)

per US\$100,000 note.

Agent: Morgan Guaranty

Trust Company

JPMorgan

Notice of Partial Redemption

Cardiff Automobile

Receivables Securitisation

(UK) No.3 plc

US\$100,000,000

Class A Floating Rate Notes due 1998

and

US\$4,600,000

Memorandum Floating Rate Notes due 1998

Notice is hereby given that in

accordance with the Conditions,

the following Notes will be

redeemed on 27th May, 1997.

Class A Notes 3,594,000

(Value US\$ 3,594,000)

Memorandum Notes 292,000

(Value US\$ 2,920,000)

Responsible Trust: Principal Paying

Company, London

16th May, 1997

Agent: Bank

MORTGAGE FUNDING

CORPORATION NO.6 PLC

US\$1,500,000

Class A1 Subordinated Floating

Rate Notes due November 2002

US\$500,000

Class B Mortgage Backed Floating

Rate Notes due November 2002

US\$500,000

NOTICE OF PARTIAL REDEMPTION

In accordance with the provisions of the

Notes, notice is hereby given of the

following Partial Redemption of the

Notes on 30 May 1997.

Class A1 Notes 500,000

(Value US\$ 500,000)

Class B Notes 500,000

(Value US\$ 500,000)

Responsible Trust: Principal Paying

Company, London

16th May, 1997

Agent: Bank

COMPANIES AND FINANCE: UK

Founder of health centre group sold to Zeneca for \$450m plans rival venture in US and Europe

Salick seeks \$300m for new clinic chain

By Daniel Green

Dr Bernard Salick, the colourful US entrepreneur who left UK drugs company Zeneca in acrimonious circumstances last month, is attempting to raise up to \$300m to compete with his former employer.

Dr Salick sold his Salick Health Care chain of cancer and kidney dialysis clinics to Zeneca for \$450m in April. But he refused to accept

demotion from chief executive to "chairman emeritus" of the Zeneca subsidiary and left the company abruptly.

He is putting \$100-\$200m of his own money into a new venture, Bentley Health Care, to establish chains of both cancer and Aids/HIV clinics.

The clinics would be for outpatients and stay open 24 hours-a-day, every day of the year, following the Salick Health Care formula.

He plans to raise between \$100m and \$300m from outside investors to launch the company, and a public listing would follow.

Zeneca acknowledged yesterday that under the terms of Dr Salick's departure he was able to set himself up in direct competition with it.

Bentley plans initially to set up clinics in the greater New York area, which is where Salick Health Care under Zeneca is also concen-

trating its new investment.

California, where Dr Salick is based, is also a target, as is Europe.

"I wanted to work with the British National Health Service last year [with Zeneca] but I was told that this was too sensitive ahead of the general election," he said.

"I'm going to make a major move into Europe. It's absolutely wide open."

To help establish the Aids clinics, Dr Salick has

recruited two of the best known Aids researchers as advisers.

One is Dr David Ho, who has pioneered the drug "cocktails" that appear to be bringing the Aids virus under control. Dr Ho will head a scientific adviser board to Bentley.

The other is Dr Luc Montagnier, who discovered the Aids virus. He is leaving the Pasteur Institute in Paris to take up a professorship in

New York endowed by Dr Salick.

Dr Salick also hopes to find a way of involving Dr Robert Gallo, director of the Institute of Virology at the University of Maryland and a long-standing rival of Dr Montagnier.

Dr Salick would not talk about the Zeneca episode yesterday, but he did say that no one from a pharmaceutical company would be on the Bentley board.

LEX COMMENT

Compass

Compass has been pointing north for many years, rising from a humble £160m management buy-out in 1987 to the world's largest contract catering company. Its recipe for success has been to evolve as a global leader in a fragmented and primarily domestic industry. It has swallowed up smaller competitors and reaped the benefits of combined buying power. And the stock market has lapped up the story. Its shares are trading at 19 times forecast 1996 profits, which is more than 30 per cent higher than the market average. Undoubtedly, this is a well run company offering above-average growth. But the growth formula is not all that magical. Last year's net operating profit after tax represents a return of only 7 per cent on total invested capital, after adjusting for provisions and £1.6bn of goodwill. That will improve this year, but will still be low enough to flatter any unfashionable conglomerate. Cashflow looks good, but this is an expanding business which pays its suppliers after it gets cash from its customers. So if the growth dries up, so does the cash.

Furthermore, service industries are not natural for internationalisation. At least Compass gets a cost benefit from bulk buying as it expands. But most contracts are locally negotiated and in a business with minimal barriers to entry, domestic competitors can be nimble. Moreover, it is a people business, and vast people businesses are hard to control. In the circumstances, the shares may have become over-exuberant.



Scottish Power rises 38% to £558m

By Simon Holberton

Scottish Power, the acquisitive Glasgow-based multi-utility, yesterday signalled a period of consolidation when it said further takeovers were not on its near-term agenda.

"Our whole focus is on getting value from what we've got, and getting ready for competition [in 1998]," said Mr Ian Robinson, chief executive. "We've got a lot to tackle in the up-coming period."

He made these comments as Scottish Power reported a 38 per cent rise in pre-tax profits to £558.4m (£404.6m) in the year to the end of March. Earnings per share were 15 pence higher at 38.11p.

Since its 1995 acquisition of Manweb, the north-west of England regional electricity company, and last year's £1.7bn purchase of Southern Water, the south of England water company, Scottish Power's activities span electricity, water, gas, and telecommunications, giving it access to 20 per cent of the households in the UK.

Turnover for the group was up 30 per cent to £2.94bn. A final dividend of 12.33p was proposed, making 18.5p for the year - an increase of 19.4 per cent.

The results, which were in line with expectations, included eight months of Southern Water. This acquisition's high price tag was controversial but Scottish Power was able to show it had achieved savings well ahead of predictions.

"It raised target annual cost reductions at Southern Water from £44m to £52m and said it had begun the process of raising £100m cash from the sale of non-core businesses and property. Manpower had been cut by 624, or 14 per cent.

Mr Murray Stewart, chairman, said the company ended an excellent year and had made "significant progress towards our objective of building a multi-utility business".

In the southern England gas trials Scottish Power has signed up 70,000 customers. In telecoms, Scottish Telecom has achieved break-even in two years.

'Golden share' worry for BT/MCI merger

By Alan Cane

The government's "golden share" in British Telecom could prove an obstacle to the merger of BT with MCI of the US, it emerged yesterday.

The merger, which would create a \$20bn telecommunications giant, was this week approved by the European Union competition authorities, but has yet to be passed by the US Federal Communications Commission and the US Department of Justice.

BT executives, buoyed by Brussels' decision to approve the merger several weeks ahead of expectations with only minor conditions attached, remain confident the US authorities will follow suit by the late summer.

They are concerned, however, that the golden share,

which gives the government the right of veto over a potential buyer, could prove an obstacle. The FCC could argue that the share gives the UK government rights in the merged company which would not be reciprocated in the US.

The government might have to relinquish the share or arrange a compromise with the US government for the merger to go ahead.

Announcing the company's annual results yesterday, however, Sir Peter Bonfield, BT chief executive, said he could not anticipate any conditions which might be set by the FCC for approving the merger. "We are not actively horse-trading with them at the moment," he said.

In its final year under its present colours - after the merger the group will be

known as Concert - BT produced results towards the bottom end of market expectations as competition at home and abroad and price controls took their toll.

Pre-tax profits of £3.2bn (£3.02bn) were 6 per cent ahead, after a final quarter of £665m (£584m). Turnover was £14.9bn, up 3.4 per cent on last year's £14.5bn.

Inland call volume was essentially unchanged at £4.88bn. Calls over high speed ISDN lines grew by more than 40 per cent while telemarketing services grew more than 50 per cent. Calls from fixed phones to mobile phones grew 15 per cent.

A proposed final dividend of 11.85p makes 18.85p, up 5 per cent. There is also a special 35p dividend as a result of the greater gearing planned to finance the MCI deal.



Sir Iain Vallance, chairman, left, and Sir Peter Bonfield

Compass points towards Wembley

By David Blackwell

Compass, which has grown to be the world's biggest food services group, has added Wembley and the Oval cricket ground to its UK catering venues with another acquisition yesterday.

The group, which already has the Stade de France contract for the 1998 Football World Cup in France, yesterday agreed to pay £11m (£17.8m) cash for National Leisure Catering.

NLC, which last year made profits of £1.7m on sales of £19.4m, has the contracts for Wembley Stadium, Arena and Conference Centre, as well as for the Oval.

Mr Francis Mackay, chief

executive, said he hoped - "with a bit of luck" - to be catering for England at Wembley and at the Stade de France.

News of the deal came as the group unveiled pre-tax profits for the six months to March 30 of £56.4m, compared with £47.8m excluding exceptional sales from continuing operations rose 40

per cent to £1.72bn.

Mr Mackay said the US operations - mainly Canteen - had been outstanding, with like-for-like sales growing by 10 per cent. Even if a big contract with IBM was excluded, like-for-like growth was 7 per cent, and margins rose from 4 to 4.3 per cent.

"The day-to-day growth rate in the US is first class,"

said Mr Mackay, especially so considering that Canteen's business was if anything going backwards when Compass acquired it. North American sales rose from £370.3m to £396.7m in the period, with operating profits up from £14.8m to £17.8m.

Mr Mackay said that world prospects continued to be good.

The operation, which began late Wednesday afternoon, was completed by mid-morning yesterday. Goldman has described it as one of the biggest block sales of shares ever undertaken. The stock was offered to institutions in the UK, Europe and Asia at 71p a share, a 3.5 per cent discount on Wednesday's closing price. The deal was valued at £1.22bn (£1.97bn).

Kvaerner sells its 26% shareholding in Amec

By Andrew Taylor, Construction Correspondent

Kvaerner, the construction, engineering and shipbuilding group, has made a profit of about £22m (£35.6m) from the sale of its 26.87 per cent stake in Amec.

A hostile £360m takeover bid by Kvaerner for the British construction group failed at the end of 1995. Kvaerner, which has its headquarters in Norway but is run from London, subsequently paid \$904m to buy Trafalgar House, another large UK construction and engineering group.

Kvaerner, which embarked on a disposal programme of

non-core assets to cut borrowings after the Trafalgar takeover, said it had placed 52.8m Amec shares at 140p with institutions and other investors.

This was 40 per cent more than it paid for the shares 19 months ago.

Amec's shares yesterday rose 5p to 146 1/4p, while Kvaerner A shares fell NK3 to NK4.58.

The Anglo-Norwegian group said: "With this sale and the recent agreement to sell shares in Bergesen, the Norwegian shipping company, the group has achieved the goal it set after the acquisition of Trafalgar House of selling assets total-

ling NK10.1bn (\$1.41bn)." At the end of December, Kvaerner had net debt of £130m, representing gearing of 180 per cent. It said the programme for selling non-core assets would continue.

Its stake in Amec is understood to have been placed with about 20 investors, most of them new shareholders. The largest single stake bought is thought to have been about 5 per cent.

Meanwhile, Kvaerner announced yesterday that it was leading an Anglo-Norwegian-Japanese-Turkish consortium which had been named preferred bidder for the \$1bn Izmit Bay road crossing in Turkey.

Guinness meeting a smooth affair

By Ross Timen

For what may well prove to be the last Guinness annual meeting, it was a remarkably placid affair.

There was only a smattering of questions about the £23.8bn (£38.6bn) merger of the spirits and brewing group with Grand Metropolitan, the drinks and food conglomerate, announced on Monday.

Many shareholders seemed more preoccupied with mun-

dane issues: Why was the meeting held in the afternoon? Why wasn't there any Guinness? Why were there no women on the board?

Mr Tony Greener, chairman, had come to the Royal Lancaster Hotel in west London with an arsenal of modern communication equipment to sell the merger to his shareholders.

More than 700 were treated to a slide presentation of the deal. GMG Brands, the

combined business, would rank seventh in a league table of the world's foremost food and drink companies.

Some shareholders sought clarification of the details. One was promised by Mr Greener that regulatory approvals were likely to be obtained, despite loud protests by Seagram of Canada, a leading rival in the drinks market, that GMG's market share would be excessive.

He said: "There is no way we would have gone ahead

with a merger like this unless we were absolutely confident that the merger would go ahead."

One investor questioned the absence of Mr Bernard Arnault, chairman of LVMH Moët Hennessy Louis Vuitton, the French luxury goods group, who is a Guinness director. Guinness and LVMH have a joint venture in drinks distribution. Mr Greener said Mr Arnault, who opposed the merger, had a prior engagement.

RESULTS

	Turnover (£m)	Pre-tax profit (£m)	EPS (p)	Current dividend (p)	Date of payment	Dividends Corresponding dividend	Total for year	Total last year
AAF Inds	35.4 (22.5)	1.43 (0.93)	6.84 (4.34)	2.5	July 11	2.5	2.5	2.5
Abbeycroft	67.4 (60.7)	3.50 (2.22)	0.8 (0.7)	1.25	Aug 1	1	1	3
Adia	31.2 (55.1)	3.06 (5.05)	2.81 (8)	-	-	-	-	14.5
Adia	2.485 (3.24)	711 (93)	1.8 (13.1)	-	-	-	-	7.5
BT	382.3 (380.1)	21.4 (19)	8.03 (8.51)	11.95	Sept 22	11.25	18.85	18.7
Blaney (A)	14,935 (14,446)	3,203.4 (3,019.4)	32.8 (31.6)	1.4	July 25	1.15	1.15	2.5
Burton	1,213 (1,080)	108.1 (88.1)	3.4 (4.5)	1.1	Aug 26	0.5	0.5	8.6
Carlisle	2.09 (4.87)	0.33 (0.26)	0.1 (0.1)	2.75	July 1	2.05	2.05	13.25
Compass	1,718 (1,243)	55.4 (67.9)	12.9 (17.3)	2.15	July 9	8.75	13.25	12
Compuconic	73 (74.7)	3.41 (5.34)	4.2 (6.58)	-	-	-	-	-
Ferguson Int	13.9 (16.9)	262.8 (262.7)	33.7 (32.7)	-	-	-	-	-
Hansen	7.23 (2.57)	0.838 (0.26)	21 (1.7)	-	-	-	-	-
Hay & Robertson	6.75 (4.48)	2.35 (1.43)	1.31 (1.81)	35	July 2	29	45	35
Maid	356.5 (288.3)	179.2 (140.5)	66.7 (53)	12.53	Oct 1	10.33	12.5	15.5
M&M	2,941 (2,272)	588.4 (404.5)	38.11 (33.12)	7.75	July 4	0.75	0.75	2
Scottish Power	5,537 (4,553)	2.79 (1.76)	2.21 (1.3)	3.5	July 1	3.5	3.5	11.5
Self Storage	13.7 (13.3)	0.88 (0.74)	8.9 (7.4)	0.25	June 25	5.85	10.5	9
Shafesbury	22.7 (27.2)	7.86 (10.76)	22.04 (20.76)	-	-	-	-	-
Werner Howard	-	-	-	-	-	-	-	-

Investment Trusts

	NAV (p)	Attributable earnings (p)	EPS (p)	Current dividend (p)	Date of payment	Corresponding dividend	Total for year	Total last year
F&G Growth	192.85 (172.91)	0.173 (0.1)	0.44 (1.02)	0.75	June 25	0.75	0.75	0.75
MetLife	298 (278)	1.17 (1.87)	2.22 (3.75)	3	June 9	2.5	2.5	6.6
Scottish Water	135.99 (124.85)	0.945 (1.05)	1.89 (2.04)	1	July 10	1	1	2

Earnings shown basic. Dividends shown net. Figures in brackets are for corresponding period. After exceptional charge. After exceptional credit. +On increased capital. *Excludes 35p special. □ Gross rental income. *Allm stock. *Comparatives for 177 months to October 31 1995. *Comparatives reassessed. *Foreign income dividends throughout.

This announcement appears as a matter of record only.

April, 1997



Commercial International Bank (Egypt) S.A.E.

US \$200,000,000

Multi-Currency Term Loan Facility

Arrangers	
Chase Investment Bank Limited	Union Bank of Switzerland
Commerzbank Aktiengesellschaft	ING Barings
Co-Arrangers	
ABC International Bank plc	Arab Banking Corporation (B.S.C.)
BVW Bank Ireland plc	The Bank of Tokyo-Mitsubishi, Ltd.
Bayerische Vereinsbank AG	Dresdner Bank Luxembourg S.A.
Lead Managers	
The Fuji Bank, Limited	Arab African International Bank (AAIB)
National Bank of Kuwait (International) PLC	Gulf International Bank B.S.C.
GiroCredit Bank	The Saudi British Bank
Managers	
Bankgesellschaft Berlin	The Dai-ichi Kangyo Bank, Limited
Co-Managers	
Raiffeisen Zentralbank Österreich AG	Arab Bank plc
Banque et Caisse d'Epargne de l'Etat, Luxembourg	Banque Française du Commerce Extérieur
Československá obchodní banka, a.s.	Credito Italiano SpA
Landesbank Schleswig-Holstein International S.A.	Morgan Guaranty Trust Company of New York
National Bank of Abu Dhabi	Banco Central Hispano
Die Erste österreichische Spar-Casse - Bank Aktiengesellschaft	
Facility Agent	
Union Bank of Switzerland	



Investment-grade issue from Telecom Argentina

INTERNATIONAL BONDS

By Edward Luca and Richard Lapper

Telecom Argentina tested recent credit-rating theory yesterday with the first investment-grade bond to be issued by an Argentine borrower.

The \$400m issue, rated BBB- by Standard & Poor's but just B1 by Moody's Investors Service, comes just a few weeks after S&P lifted the debt ceiling on Argentine corporate borrowers.

The move, which Moody's has so far chosen not to follow, allowed S&P to give Argentine companies higher ratings than the Argentine sovereign ceiling.

S&P's decision, which led

to an instant two-notch upgrading for 12 Argentine companies, leaves Telecom Argentina with a rating four levels higher than its grade above the sovereign rating.

Officials at J.P. Morgan, which arranged the deal with BCI, said Italian investors clearly favoured S&P's rating. The 10-year bond, priced to yield 160 basis points over BTP swaps, was the tightest Latin American spread yet in lire.

"The new credit-rating wasn't the only factor," said an official. "Investors were also focusing on Telecom Argentina's low risk weighting and its link-up with Stet and France Telecom." About 75 per cent of the paper was taken by local investors.

CZECH EXPORT BANK, the state-owned bank, also chalked up a milestone with the tightest ever five-year launch spread by an east European borrower. The \$250m issue, increased from \$150m owing to strong pre-launch bookings, was priced to yield 50 basis points over Treasuries, well below the previous tightest spread of 58 basis points by Slovenia.

J.P. Morgan, sole underwriter, said UK investors provided strong demand. The paper was bid at 46 basis points over Treasuries in the secondary market.

TOKYO ELECTRIC POWER tapped the D-Mark sector for the first time since 1992 with a five-year DM1bn offering. Priced to yield 29 basis points over bunds, the

issue was popular with German and UK institutions, according to WestLB, lead underwriter. "We also expect to see strong Swiss and Benelux retail buying over the next few days."

An undated preference share issue offering investors protection against a reduction in advance corporation tax was the highlight of a busy day in sterling.

ABBEY NATIONAL, the UK bank, raised £125m with an undated issue whose coupon will adjust upwards to compensate investors for any reduction in the ACT rate. Some institutional investors receive tax credits on ACT and will lose out if the rate is cut in the Labour government's budget next month. Abbey National

issued two tranches of a preference shares with the same structure in 1995 and 1996. These are now trading at between 125 and 130 basis points over gilts, a substantial premium over comparable conventional preference shares which have been trading at spreads of up to 250 basis points over gilts.

Yesterday's issue, priced at 140 basis points over UK government bonds, was led by Goldman Sachs and bought mainly by UK life assurance companies and pension funds.

BZW launched the first 25-year sterling deal since last week's strong rally in the gilt market. The £200m deal

for NATIONAL POWER was priced to yield 93 basis points over the government bond.

A \$200m floating-rate note issue for COMPAGNIE BANCAIRE, the French bank, also launched by BZW, was the first seven-year sterling floater since January last year.

Italy taps guilder eurobond sector

By Edward Luca

The Italian government yesterday added its name to the growing roll-call of issuers in the Netherlands with a debut euroguilder bond pitched at Dutch pension funds.

Officials at ABN AMRO, sole lead manager of the deal, said Italy wanted to tap the Netherlands' liquid investor base well above the creation of the European single currency in 1999.

The Italians also wanted to take advantage of the guilder's tight pricing over French francs because of the Dutch had a more liquid investor base than France, said one official in Amsterdam. "The yield on guilders is also well below that of most European currencies."

Traders said the FI 1.35bn bond, priced to yield 29 basis points over 15-year Dutch government bonds, was trading a shade below its re-offer price in the secondary market.

About 85 per cent of the issue went to Dutch institutions, with most of the remainder going to French long-term funds. "We had almost no buying from German investors probably because yields are quite a bit higher in 15-year bonds," said one official.

The offering - the first sovereign bond in guilders this year and the first ever with a 15-year maturity - follows four sovereign guilder-denominated issues. These include Austria, which issued a 30-year sovereign in 1993, Sweden, Brazil and Argentina.

Traders say Italy is likely to be followed by other foreign borrowers.

Convertible by Huaneng Power

By Samer Iskander

Huaneng Power International has become the first Chinese company to make a convertible bond issue in the US under registration with the Securities and Exchange Commission, the market regulator.

The transaction is an issue of \$200m of seven-year bonds convertible into American Depositary Shares (ADSs) of Huaneng Power listed on the New York Stock Exchange.

ADSs are certificates that are traded on a US exchange in lieu of domestic shares held in custody. They mirror the performance of the ordinary shares but allow investors to bypass entry barriers in less developed markets.

The convertible issue, lead-managed by J.P. Morgan, will pay a 1.75 per cent coupon in semi-annual instalments. The bonds can be converted into Huaneng Power ADSs at \$29.20 per ADS, a premium of 18 per cent over Tuesday's closing price of \$24.75.

The notes, offered simultaneously to investors in North America, Europe and Asia, will be listed in New York and Luxembourg.

They can be redeemed in advance by the issuer if the ADS trades for 30 consecutive days at more than 30 per cent above the conversion price.

Investors can also obtain early redemption in certain market conditions.

German bunds underperform

GOVERNMENT BONDS

By Samer Iskander
In London and Jane Martinson in New York

German bunds underperformed most European bonds on news that the government was expecting a DM18bn shortfall in tax revenues, rising to DM31.6bn next year.

In London the June bund fell 0.13 to close at 102.37, while in the cash market the 10-year benchmark bond closed 0.29 lower at 102.17.

Analysts said bunds could suffer in the near future as the implications of the new tax filter through to the markets.

"The reaction will take a while to sink in," said Ms Sonja Gibbs, a senior bond

strategist at Nomura International.

In the medium term, Nomura predicts "the [European monetary union] premium on bund yields will persist, and a supply premium may also be added."

Ms Gibbs believes 10-year bund yields are now more likely to trade in a range of 5.75-6.00 per cent, up from the 5.50-5.75 per cent range of recent weeks.

FRENCH OATS managed to underperform bunds, with uncertainty over the forthcoming elections weighing on market sentiment.

The June national French bond lost 0.38 to settle at 130.21, but the cash market 10-year yield spread over OATS tightened by 2 basis points to 12 points.

ITALIAN BTPs' yield spreads over bunds briefly

dipped below the 150 basis point level, before closing at 155 basis points, unchanged.

In London the June BTP future settled 0.18 lower at 130.21, then rallied in afternoon electronic trading to around 130.40, reversing earlier losses.

UK GILTS failed to respond to bullish inflation data. Uncertainty over whether the US Federal Reserve would tighten monetary policy after its Open Market Committee meeting next Tuesday weighed on market sentiment.

In London the June long gilt future lost 1/8 to settle at 114 1/8, but the cash market 10-year yield spread over bunds tightened by 1 basis point to 130 points.

Although the headline rate of consumer price inflation (excluding mortgage pay-

ments) fell to 2.5 per cent in April, matching the government's target, economists said upward price pressure on services was worrying.

US BOND prices were flat at mid-session yesterday as the market fluctuated over conflicting economic data.

The benchmark 30-year Treasury was up 1/8 at 96 1/8 at midday, its yield slightly off at 6.874 per cent. Its price had fallen to a low of 95 1/2 in morning trade, but rallied after figures on industrial production and the business outlook in Philadelphia pointed to lower growth.

Higher than expected consumer prices in April had initially depressed prices. However, economists downplayed this disappointment, blaming the increase on higher clothing costs and airline fares.

"The CPI was a little worse than expected, but really it was largely in apparel prices," said Mr Bruce Stambler, chief economist at Merrill Lynch. "It's not something that is going to recur."

The market also appeared to discount data indicating that monthly jobless figures had fallen twice as fast as expected.

Traders attributed the market's volatility to differences of opinion over whether the Federal Reserve's Open Market Committee will lift interest rates on Tuesday.

The yield on the two-year note remained unchanged at 6.218 per cent at midday, while that on the 10-year note rose slightly to 6.673 per cent as its price increased 1/8 to 99 1/8.

WORLD BOND PRICES

BENCHMARK GOVERNMENT BONDS

	Coupon	Red Date	Price	Day's change	Yield	Week	Month
Australia	8.750	11/06	103.8105	+0.570	7.68	7.88	8.00
Austria	8.750	04/04	100.2400	-0.120	5.72	5.79	5.89
Belgium	8.250	05/07	103.2700	-0.200	5.60	5.67	5.84
Canada*	7.000	12/06	103.2000	-0.020	6.54	6.83	6.87
Denmark	8.000	05/06	111.6000	-0.040	6.25	6.41	6.53
France	4.750	02/02	103.4800	-0.170	4.84	4.72	4.81
Germany	5.500	04/07	99.3900	-0.300	5.58	5.59	5.81
Italy	8.000	01/07	102.1700	-0.280	5.70	5.74	5.90
Japan	8.000	08/08	108.8400	-0.120	6.54	6.70	6.82
Netherlands	6.750	07/07	107.4500	-0.110	7.12	7.20	7.51
Portugal	5.500	09/02	116.5542	-0.170	1.78	1.74	1.89
Spain	8.000	04/05	103.0984	-0.100	2.55	2.51	2.10
Sweden	5.750	02/07	101.6000	-0.240	5.51	5.56	5.80
Switzerland	8.500	02/05	120.3000	-0.050	6.40	6.80	6.70
UK Gilts	7.250	03/07	103.0000	-0.000	6.80	6.70	6.87
US Treasury	8.000	08/07	107.8445	+0.300	6.80	7.11	7.26
EU Fixed Income	7.000	06/02	105.5000	-0.320	6.85	6.94	7.32
EU Fixed Income	7.250	12/02	120.0000	-0.392	6.96	7.06	7.69
EU Fixed Income	9.000	10/08	115.1000	-0.432	7.03	7.13	7.71
US Treasury*	6.625	05/07	99.1900	-0.432	6.08	6.75	6.87
EU Fixed Income	7.000	02/27	105.5000	-0.320	6.85	6.94	7.32
EU Fixed Income	7.000	04/08	107.2800	-0.230	5.91	6.02	6.17

London closing, *New York mid-day

Yields: Local market standard.

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US INTEREST RATES

Rate	Rate	Rate	Rate	Rate	Rate
Prime rate	8 1/2	Three month	5 1/8	Six month	5 1/8
90-day T-bill	5 1/8	One year	5 1/8	Two year	6 1/8
Three month	5 1/8	Five year	6 1/8	Ten year	6 3/4
One year	5 1/8	30-year	6 3/4		

BOND FUTURES AND OPTIONS

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
France	130.28	130.28	-0.38	130.28	130.20	151,092	65,835
Germany	120.02	120.02	-0.34	120.02	120.00	4,653	12,096
Italy	98.44	98.44	-0.34	98.44	98.44	4	2

LONG TERM FRENCH BOND OPTIONS (MAT) FF500,000

Strike	Call	Put	Call	Put
120	3.27	2.01	2.41	0.01
122	2.30	1.26	1.73	0.04
124	1.39	0.57	1.14	0.13
126	0.63	0.28	0.69	0.37
128	0.17	0.10	0.28	0.50

Germany

NATIONAL GERMAN BOND FUTURES (LIFFE) DM250,000 100ths of 100%

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
Jun	102.48	102.37	-0.11	102.50	102.10	194,073	29,464
Sep	101.47	101.37	-0.14	101.47	101.15	4,056	28,850

UK Gilts Prices

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
Jun	102.48	102.37	-0.11	102.50	102.10	194,073	29,464
Sep	101.47	101.37	-0.14	101.47	101.15	4,056	28,850

BUND FUTURES OPTIONS (LIFFE) DM250,000 points of 100%

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
Jun	102.38	102.37	-0.01	102.38	102.37	1,184	1,184
Sep	101.37	101.37	-0.01	101.37	101.37	1,184	1,184

Italy

NATIONAL ITALIAN GOVT. BOND (BTF) FUTURES (LIFFE) Lit 250m 100ths of 100%

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
Jun	130.28	130.28	-0.38	130.28	130.20	151,092	65,835
Sep	130.28	130.28	-0.38	130.28	130.20	151,092	65,835

ITALIAN GOVT. BOND (BTF) FUTURES OPTIONS (LIFFE) Lit 250m 100ths of 100%

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
Jun	130.28	130.28	-0.38	130.28	130.20	151,092	65,835
Sep	130.28	130.28	-0.38	130.28	130.20	151,092	65,835

Spain

NATIONAL SPANISH BOND FUTURES (MEFF) May 14

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
Jun	115.30	115.30	-0.29	115.30	115.11	1,859	2,101
Sep	115.25	115.25	-0.29	115.25	115.11	1,859	2,101

UK

NATIONAL UK GILT FUTURES (LIFFE) £50,000 32nds of 100%

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
Jun	114.16	114.14	-0.03	114.16	113.28	97,800	22,967
Sep	114.16	114.14	-0.03	114.16	113.28	97,800	22,967

LONG GILT FUTURES OPTIONS (LIFFE) £50,000 32nds of 100%

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
Jun	114.16	114.14	-0.03	114.16	113.28	97,800	22,967
Sep	114.16	114.14	-0.03	114.16	113.28	97,800	22,967

EURO BOND FUTURES (MATIF) €100,000,000

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
Jun	96.22	96.22	-0.30	96.44	95.90	1,764	6,080
Sep	96.22	96.22	-0.30	96.44	95.90	1,764	6,080

US

US TREASURY BOND FUTURES (CBT) \$100,000 32nds of 100%

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
Jun	110.05	109.29	-0.08	110.05	109.12	436,200	495,000
Sep	109.29	108.16	-0.08	109.29	108.01	4,872	55,418

Japan

NATIONAL LONG TERM JAPANESE GOVT. BOND FUTURES (LIFFE) ¥100m 100ths of 100%

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
Jun	123.82	123.82	-0.01	123.82	123.61	5,204	n/a
Sep	122.40	122.40	-0.01	122.40	122.25	2914	n/a

Other Fixed Interest

Other Fixed Interest

Contract	Open	Settle	Change	High	Low	Est. vol.	Open int.
Jun	123.82	123.82	-0.01	123.82	123.61	5,204	n/a
Sep	122.40	12					

COMMODITIES AND AGRICULTURE

Kazakhstan in claim on Placer

By Kenneth Gooding, Mining Correspondent

Kazakhstan's government is claiming US\$270m from Placer Dome because it says the Canadian group broke an agreement to develop Vasilkovskoye, one of the world's biggest gold deposits.

The government is responding to Placer Dome's demand that Kazakhstan repay a \$35m refundable deposit paid in 1995 when it acquired the right to take a stake in Vasilkovskoye.

Kazakhstan damaged its reputation with the mining industry and the development bank community when it cut short a tender process involving several mining groups, investment bank Morgan Grenfell and the European Bank for Reconstruction and Development, and said it had done a deal with Placer Dome and its partner, Princess Resources.

But Placer pulled out in October 1995. The \$35m refundable deposit was due for repayment by July 4 last year at the latest. Placer, Canada's second largest gold group, reported a net loss of US\$36m for 1996.

Placer says Kazakhstan has acknowledged it owes the money but says it cannot afford to pay. In July a notice of default was delivered to the government and arbitration proceedings initiated by Placer Dome and PKL, the subsidiary through which it was to have taken the Vasilkovskoye stake.

The government has started separate arbitration proceedings, claiming damages arising from alleged breaches of agreement. It claims Placer Dome and PKL said they would spend \$270m to develop a mine at Vasilkovskoye.

Placer is resisting the claim, saying it was made clear in the original agreement that development of a mine would take place only after due diligence established the project would be economically viable. It believes "the resolution of the arbitration will not have a material adverse effect on our financial position or future results of operations."

The first hearing of the arbitrators, appointed under the rules of the United Nations Commission on International Trade and Law, was held last month. Placer suggests Kazakhstan's claim has slowed the process and it could take up to two years to complete.

This latest twist in the Vasilkovskoye saga will bring some wry smiles at other mining companies, particularly at Dominion Mining, the Australian company which believed it had exclusive negotiating rights to the project.

Dominion spent several million dollars exploring and proving reserves at Vasilkovskoye. Not only was the project snatched away from Dominion, but the government used its data when the project was put out to tender.

The recent front-runner to develop Vasilkovskoye was a consortium including Teck Corporation of Canada and First Dynasty, owned by Canadian mining entrepreneur Mr Robert Friedland.

However, in January the government rejected its offer and so far no other group has shown a public interest. Mr Norman Keavill, Teck president, said the fall in the gold price caused the government to pull back in the hope of getting better offers when the price improved.

Asarco copper forecast vindicated

By Kenneth Gooding

As the copper price on the London Metal Exchange yesterday reached its highest level for nearly a year, one of the metal's biggest bulls, Mr Richard Osborn, chairman of Asarco, the US mining group, explained why his company's forecasts had proved accurate at a time when most analysts were predicting a substantial copper surplus.

Asarco believes there will be a supply deficit of 53,000 short tons (2,000 pounds each) this year, following a deficit of 172,000 tons in 1996. In spite of the projected big increase in new capacity coming into production, it suggests the deficit will increase to 149,000 tons in 1998.

Western world copper (million tons)

	1996	1997	1998*
Poland/CIS exports	850	861	915
Poland/CIS imports	850	861	915
Net other	(67)	(69)	(79)
Copper deficit	193	190	190
Copper surplus	(1,500)	(1,000)	(1,500)

Mr Osborn, in London for meetings with investors, said other analysts were "blinded by production". They tended to take at face value announcements about new capacity, but projects rarely started on time or at the predicted rate.

"It is a small industry. We keep track of changes. We get the supply side more accurately," he added. As for demand, Mr Osborn suggested said many analysts underestimated because they used historic average annual demand growth of 1-2 per cent.

But the copper industry was spending \$45m a year to promote use of the material "at grass roots level, with plumbers, with architects, teaching them how to use copper."

Asarco believed demand this year and next would grow at an annual 3.4 per cent and "to meet this extra demand, you need the equivalent of four world-class mines a year."

Mr Osborn dismissed the idea that China could control the market. China needed 300,000 tons of refined copper a year (which it might take in scrap or concentrate). "China is at an early stage of economic development and needs to keep the copper flowing but, of course, the Chinese will try to manage the market to their maximum benefit."

Fickle oil markets shrug off bad news

Tha past week has offered a compelling lesson on the fickle behaviour of the world's oil markets. Just as traders had settled into the seasonal spring rhythm of a steady supply and demand, a sudden surge in oil prices, followed by a sharp drop, has left traders scratching their heads.

The rally began last Thursday, when Brent Blend, the North Sea crude that serves as an international benchmark, added 55 cents a barrel to close at \$18.69 on London's International Petroleum Exchange.

Within a few days Brent was nudging up to the \$20 level. A softening in prices over the past few days left it trading at around \$19.50 a barrel late yesterday.

But traders and analysts are now asking whether the resilience shown over the past week marks a fundamental turning point for the oil price, or whether it is just a stubborn upward blip on an otherwise steady downward trend.

rather than a buyers market," was the view of one oil company trader in London yesterday.

He pointed to the impact of fundamentals, such as the onset of the annual maintenance season in the North Sea. The associated production cutbacks have had a particularly hush impact on sought-after crudes such as Brent and Forties.

"People are asking: 'Can you promise me Forties in June?' All in all I'm positive about prices," he said. His optimism also stems from the fact that persistent overproduction by members of the Organisation of Petroleum Exporting Countries appears to be finding a home. This is in spite of warnings from some analysts that a glut of Opec crude will create a huge overhang on the market.

"Everybody is talking about 27m barrels a day from Opec, but somebody is using those barrels rather than storing them."

Opec, however, yesterday claimed its average April output totalled just 25.61m barrels a day, only modestly above its production ceiling of a little over 25m b/d.

Mr Gary Ross of Pira, the New York-based industry consultants, thinks he knows where those elusive barrels are going. "A lot of oil is moving to markets that are not as visible as the established oil centres in the US and Europe," he says.

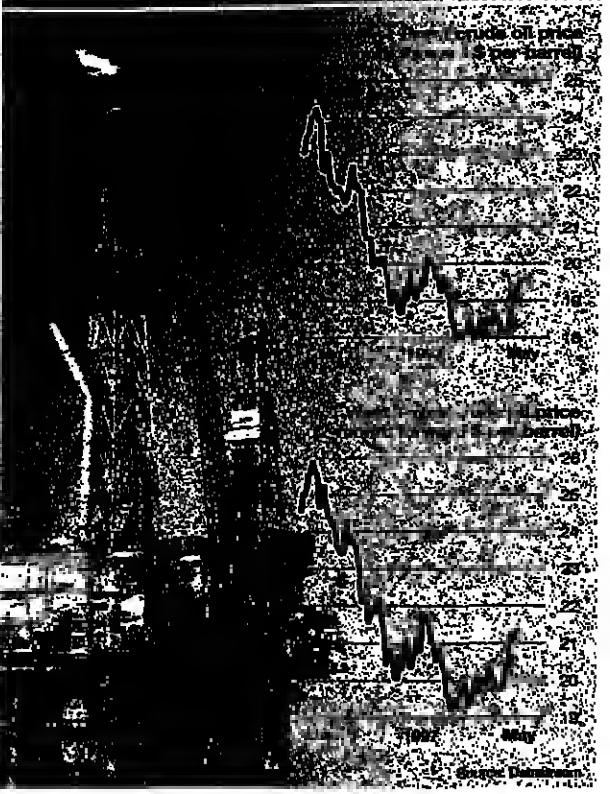
Last month 1m barrels a day moved from west Africa and the North Sea to Asia. The long journey times to Asia compared with those to the US or Europe means a larger amount of oil is now in transit.

The difficulty of accurately assessing demand in fast developing markets could also be playing a part in the recent turnaround.

Mr Peter Bogin of Cambridge Energy Research Associates in Paris believes forecasters may have to reassess historical demand data if prices do not weaken in the next few weeks. "The market is definitely more resilient than it appears on paper," he adds.

But some suspect that short-term, speculative factors, such as the behaviour of commodity and hedge funds, may be behind the latest rally. "Most funds were short in the market a month

Crude oil



ago," said Mr Ross. "Now they're long."

The London oil company trader noted that if "funds are long in cash they may buy millions of barrels for no reason other than to find an investment."

Other factors could also affect prices in the next few

weeks. Iraq's oil-for-food programme expires at the beginning of June. A roll-over is expected but not guaranteed. And Opec members meet towards the end of June to debate whether to modify their production policies.

Robert Corzine

Platinum metals lead fall in gold

MARKETS REPORT

By Kenneth Gooding

The gold market suffered a slight tremor yesterday as fears that Germany would sell some of the metal from its central bank holdings.

This was denied by the German finance minister but his ministry confirmed it was considering revealing the country's gold reserves.

Gold was "fixed" in London yesterday afternoon at \$346.40 a troy ounce, down \$2.70 from the Wednesday afternoon "fix", but dealers suggested this fall was sparked by a drop in platinum and palladium prices. "Gold is really marginalised, it's the PMGs [platinum group metals] that are capturing the attention," one said.

Platinum fell in London by \$2.30 an ounce to \$933.75, while palladium was \$2 down at \$173.50.

London Metal Exchange prices burst upwards again, led by a strong rally in copper following news of another big drop in LME copper stocks, which have fallen by 7,275 tonnes so far this week to 146,075 tonnes.

Mr Richard Osborn, chairman of Asarco, the US copper producer, pointed out that global stocks were the equivalent of only 2½ weeks consumption so "any disruption can cause the market problems."

Copper for delivery in three months on the LME reached its highest level since Sumitomo of Japan announced its huge copper trading losses last June and the following uncertainty caused prices to drop sharply. Copper yesterday closed at \$2,474 a tonne.

The stocks data from the London Metal Exchange now appear daily in the prices section of the commodities page.

COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE

(Prices from Metal Exchange)

ALUMINIUM (100 TONNES)

	Settle	High	Low	Open
Close	1628.5-29.5	1654-55		
Previous	1628.5-29.5	1654-55		
High/Low	1628.5-29.5	1654-55		
AM Official	1630-40	1665-55		
Kerb close	1630-40	1665-55		
Open int.	278,961	1657-58		
Total daily turnover	278,961	1657-58		

ALUMINIUM ALLOY (50 TONNES)

	Settle	High	Low	Open
Close	1490-90	1510-15		
Previous	1490-90	1510-15		
High/Low	1490-90	1510-15		
AM Official	1490-90	1510-15		
Kerb close	1490-90	1510-15		
Open int.	5,573	1510-15		
Total daily turnover	1,338	1510-15		

LEAD (50 TONNES)

	Settle	High	Low	Open
Close	614.5-5.5	620-7		
Previous	614.5-5.5	620-7		
High/Low	614.5-5.5	620-7		
AM Official	614.5-5.5	620-7		
Kerb close	614.5-5.5	620-7		
Open int.	36,982	620-7		
Total daily turnover	5,074	620-7		

NICKEL (50 TONNES)

	Settle	High	Low	Open
Close	7650-55	7770-75		
Previous	7650-55	7770-75		
High/Low	7650-55	7770-75		
AM Official	7650-55	7770-75		
Kerb close	7650-55	7770-75		
Open int.	49,030	7770-75		
Total daily turnover	15,719	7770-75		

TIN (50 TONNES)

	Settle	High	Low	Open
Close	5715-25	5760-70		
Previous	5715-25	5760-70		
High/Low	5715-25	5760-70		
AM Official	5715-25	5760-70		
Kerb close	5715-25	5760-70		
Open int.	18,143	5760-70		
Total daily turnover	4,498	5760-70		

ZINC, special high grade (50 TONNES)

	Settle	High	Low	Open
Close	1327-28	1348-47		
Previous	1327-28	1348-47		
High/Low	1327-28	1348-47		
AM Official	1327-28	1348-47		
Kerb close	1327-28	1348-47		
Open int.	61,278	1348-47		
Total daily turnover	33,054	1348-47		

COPPER, grade A (50 TONNES)

	Settle	High	Low	Open
Close	2650-58	2659-59		
Previous	2650-58	2659-59		
High/Low	2650-58	2659-59		
AM Official	2650-58	2659-59		
Kerb close	2650-58	2659-59		
Open int.	141,852	2659-59		
Total daily turnover	81,815	2659-59		

LME ALUMINIUM 5% RATE: 1.5404

LME CLOSING 5% RATE: 1.5404

Set 1.5391 5 rate 1.5396 5 rate 1.5392 5 rate 1.5391

HIGH GRADE COPPER (COMEX)

	Settle	High	Low	Open
May	117.00	117.00	114.25	982
Jun	117.00	117.00	114.25	2,374
Jul	116.00	116.00	113.75	288
Aug	116.00	116.00	113.75	288
Sep	116.00	116.00	113.75	272
Oct	116.00	116.00	113.75	824
Nov	116.00	116.00	113.75	1,017
Dec	116.00	116.00	113.75	1,017
Total	7,984	88,573		

PRECIOUS METALS

LONDON BULLION MARKET

(Prices supplied by N M Rothschild)

GOLD (100 TONNES)

	Settle	High	Low	Open
Close	346.00	346.00		
Previous	346.00	346.00		
High/Low	346.00	346.00		
AM Official	346.00	346.00		
Kerb close	346.00	346.00		
Open int.	141,852	346.00		
Total daily turnover	81,815	346.00		

LONDON GOLD LEADING RATES (US \$)

	Settle	High	Low	Open
1 month	4.90	4.90		
3 months	4.90	4.90		
6 months	4.90	4.90		
1 year	4.90	4.90		
2 years	4.90	4.90		
3 years	4.90	4.90		

SILVER (100 TONNES)

	Settle	High	Low	Open
Close	234.45	234.45		
Previous	234.45	234.45		
High/Low	234.45	234.45		
AM Official	234.45	234.45		
Kerb close	234.45	234.45		
Open int.	141,852	234.45		
Total daily turnover	81,815	234.45		

GOLD COINS

	Settle	High	Low	Open
Close	311.80	311.80		
Previous	311.80	311.80		
High/Low	311.80	311.80		
AM Official	311.80	311.80		
Kerb close	311.80	311.80		
Open int.	141,852	311.80		
Total daily turnover	81,815	311.80		

PRECIOUS METALS continued

GOLD COMEX (100 TONNES)

	Settle	High	Low	Open
May	347.4	347.4		
Jun	347.4	347.4		
Jul	347.4	347.4		
Aug	347.4	347.4		
Sep	347.4	347.4		
Oct	347.4	347.4		
Nov	347.4	347.4		
Dec	347.4	347.4		
Total	21,410	194,153		

PLATINUM NYMEX (50 TONNES)

	Settle	High	Low	Open
May	983.9	983.9		
Jun	983.9	983.9		
Jul	983.9	983.9		
Aug	983.9	983.9		
Sep	983.9	983.9		
Oct	983.9	983.9		
Nov	983.9	983.9		
Dec	983.9	983.9		
Total	1,867	18,343		

PALLADIUM NYMEX (100 TONNES)

	Settle	High	Low	Open
May	175.25	175.25		
Jun	175.25	175.25		
Jul	175.25	175.25		
Aug	175.25	175.25		
Sep	175.25	175.25		
Oct	175.25	175.25		
Nov	175.25	175.25		
Dec	175.25	175.25		
Total	14	14		

SILVER COMEX (50 TONNES)

	Settle	High	Low	Open
May	482.3	482.3		
Jun	482.3	482.3		
Jul	482.3	482.3		
Aug	482.3	482.3		
Sep	482.3	482.3		
Oct	482.3	482.3		
Nov	482.3	482.3		
Dec	482.3	482.3		
Total	57	7,469		

CRUDE OIL NYMEX (1,000 BARRELS)

Total	8,735	84,932
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ENERGY

Offshore Funds and Insurances

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OFFSHORE

Selling Price	Buying Price	+ or -	Total Change
			INSURANCES
			American International Group Inc.
			UK & Canadian
			UK & Growth
			US & Managed
			US & Stock Interest
			US & Fixed Interest

[illegible]

FT MANAGED FUNDS SERVICE

Offshore Insurances and Other Funds

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Old Mutual International (Reserve) Ltd				Alpha Fund Management Ltd				Credit Investment Funds				Gala Currency Funds				The India Magnum Fund Ltd				Lloyds Bank Government Bonds				Orbit Management Ltd				Shire Fund Ltd			
Fund Name	Unit Price	Change	YTD	Fund Name	Unit Price	Change	YTD	Fund Name	Unit Price	Change	YTD	Fund Name	Unit Price	Change	YTD	Fund Name	Unit Price	Change	YTD	Fund Name	Unit Price	Change	YTD	Fund Name	Unit Price	Change	YTD	Fund Name	Unit Price	Change	YTD
Old Mutual International (Reserve) Ltd	1.00	0.00	0.00	Alpha Fund Management Ltd	1.00	0.00	0.00	Credit Investment Funds	1.00	0.00	0.00	Gala Currency Funds	1.00	0.00	0.00	The India Magnum Fund Ltd	1.00	0.00	0.00	Lloyds Bank Government Bonds	1.00	0.00	0.00	Orbit Management Ltd	1.00	0.00	0.00	Shire Fund Ltd	1.00	0.00	0.00

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data into the new millennium. Now that's a cause for celebration.



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OTHER OFFSHORE FUNDS

Fund Name	Unit Price	Change	YTD
Old Mutual International (Reserve) Ltd	1.00	0.00	0.00
Alpha Fund Management Ltd	1.00	0.00	0.00
Credit Investment Funds	1.00	0.00	0.00
Gala Currency Funds	1.00	0.00	0.00
The India Magnum Fund Ltd	1.00	0.00	0.00
Lloyds Bank Government Bonds	1.00	0.00	0.00
Orbit Management Ltd	1.00	0.00	0.00
Shire Fund Ltd	1.00	0.00	0.00

CHEMICALS - Cont.

ENGINEERING - Cont.**EXTRACTIVE INDUSTRIES - Cont.****INSURANCE - Cont****INVESTMENT TRUSTS - Cont.**

Month	Price
March	115.00
April	115.00
May	115.00
June	115.00
July	115.00
August	115.00
September	115.00
October	115.00
November	115.00
December	115.00

DISTRIBUTORS

[illegible]

BREWERIES, PUBS & REST

[illegible]

BUILDING & CONSTRUCTION

[illegible]

DIVERSIFIED INDUSTRIALS

[illegible]

ELECTRICITY

[illegible]

ELECTRONIC & ELECTRICAL EQPT

[illegible]**ENGINEERING - Cont.**[illegible]

EXTRACTIVE INDUSTRIES

State	Year	Rate
Alabama	1990	10.0
Alabama	1991	10.0
Alabama	1992	10.0
Alabama	1993	10.0
Alabama	1994	10.0
Alabama	1995	10.0
Alabama	1996	10.0
Alabama	1997	10.0
Alabama	1998	10.0
Alabama	1999	10.0
Alabama	2000	10.0
Alabama	2001	10.0
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Alabama	2015	10.0
Alabama	2016	10.0
Alabama	2017	10.0
Alabama	2018	10.0
Alabama	2019	10.0
Alabama	2020	10.0
Alabama	2021	10.0
Alabama	2022	10.0
Alabama	2023	10.0
Alabama	2024	10.0
Alabama	2025	10.0
Alabama	2026	10.0
Alabama	2027	10.0
Alabama	2028	10.0
Alabama	2029	10.0
Alabama	2030	10.0
Alabama	2031	10.0
Alabama	2032	10.0
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Alabama	2094	10.0
Alabama	2095	10.0
Alabama	2096	10.0
Alabama	2097	10.0
Alabama	2098	10.0
Alabama	2099	10.0
Alabama	2100	10.0
Alabama	2101	10.0
Alabama	2102	10.0
Alabama	2103	10.0
Alabama	2104	10.0
Alabama	2105	10.0
Alabama	2106	10.0
Alabama	2107	10.0
Alabama	2108	10.0
Alabama	2109	10.0
Alabama	2110	10.0
Alabama	2111	10.0
Alabama	2112	10.0
Alabama	2113	10.0
Alabama	2114	10.0
Alabama	2115	10.0
Alabama	2116	10.0
Alabama	2117	10.0
Alabama	2118	10.0
Alabama	2119	10.0
Alabama	2120	10.0
Alabama	2121	10.0
Alabama	2122	10.0
Alabama	2123	10.0
Alabama	2124	10.0
Alabama	2125	10.0
Alabama	2126	10.0
Alabama	2127	10.0
Alabama	2128	10.0
Alabama	2129	10

HEALTH CARE

[illegible]

HOUSEHOLD GOODS

[illegible]

INSURANCE

[illegible]

CHEMICALS

Agency	Phone	Address	City	State	Zip
AGA-Bay	214-343-1111	10000 E. 10th St.	Dallas	TX	75229
AGA-Phoenix	602-944-1111	10000 E. 10th St.	Phoenix	AZ	85026
AGA-San Francisco	415-774-1111	10000 E. 10th St.	San Francisco	CA	94103
AGA-Tampa	813-288-1111	10000 E. 10th St.	Tampa	FL	33606
AGA-Washington	202-462-1111	10000 E. 10th St.	Washington	DC	20004
AGA-New York	212-691-1111	10000 E. 10th St.	New York	NY	10001
AGA-Los Angeles	213-475-1111	10000 E. 10th St.	Los Angeles	CA	90001
AGA-Memphis	901-525-1111	10000 E. 10th St.	Memphis	TN	38103
AGA-Miami	305-575-1111	10000 E. 10th St.	Miami	FL	33131
AGA-Houston	713-865-1111	10000 E. 10th St.	Houston	TX	77002
AGA-Dallas	214-343-1111	10000 E. 10th St.	Dallas	TX	75229
AGA-San Antonio	512-343-1111	10000 E. 10th St.	San Antonio	TX	78205
AGA-Ft. Worth	817-343-1111	10000 E. 10th St.	Ft. Worth	TX	76102
AGA-Austin	512-343-1111	10000 E. 10th St.	Austin	TX	78701
AGA-San Diego	619-591-1111	10000 E. 10th St.	San Diego	CA	92101
AGA-Salt Lake City	801-462-1111	10000 E. 10th St.	Salt Lake City	UT	84103
AGA-Pasadena	714-791-1111	10000 E. 10th St.	Pasadena	CA	91101
AGA-Portland	503-462-1111	10000 E. 10th St.	Portland	OR	97201
AGA-Sacramento	916-442-1111	10000 E. 10th St.	Sacramento	CA	95801
AGA-Seattle	206-462-1111	10000 E. 10th St.	Seattle	WA	98101
AGA-Tucson	602-944-1111	10000 E. 10th St.	Tucson	AZ	85701
AGA-Phoenix	602-944-1111	10000 E. 10th St.	Phoenix	AZ	85001
AGA-San Francisco	415-774-1111	10000 E. 10th St.	San Francisco	CA	94101
AGA-Tampa	813-288-1111	10000 E. 10th St.	Tampa	FL	33601
AGA-Washington	202-462-1111	10000 E. 10th St.	Washington	DC	20001
AGA-New York	212-691-1111	10000 E. 10th St.	New York	NY	10001
AGA-Los Angeles	213-475-1111	10000 E. 10th St.	Los Angeles	CA	90001
AGA-Memphis	901-525-1111	10000 E. 10th St.	Memphis	TN	38101
AGA-Miami	305-575-1111	10000 E. 10th St.	Miami	FL	33131
AGA-Houston	713-865-1111	10000 E. 10th St.	Houston	TX	77002
AGA-Dallas	214-343-1111	10000 E. 10th St.	Dallas	TX	75229
AGA-San Antonio	512-343-1111	10000 E. 10th St.	San Antonio	TX	78205

ENGINEERING

Year	Price	Year	Price
1970	\$100	1980	\$100
1971	\$100	1981	\$100
1972	\$100	1982	\$100
1973	\$100	1983	\$100
1974	\$100	1984	\$100
1975	\$100	1985	\$100
1976	\$100	1986	\$100
1977	\$100	1987	\$100
1978	\$100	1988	\$100
1979	\$100	1989	\$100
1980	\$100	1990	\$100
1981	\$100	1991	\$100
1982	\$100	1992	\$100
1983	\$100	1993	\$100
1984	\$100	1994	\$100
1985	\$100	1995	\$100
1986	\$100	1996	\$100
1987	\$100	1997	\$100
1988	\$100	1998	\$100
1989	\$100	1999	\$100
1990	\$100	2000	\$100
1991	\$100	2001	\$100
1992	\$100	2002	\$100
1993	\$100	2003	\$100
1994	\$100	2004	\$100
1995	\$100	2005	\$100
1996	\$100	2006	\$100
1997	\$100	2007	\$100
1998	\$100	2008	\$100
1999	\$100	2009	\$100
2000	\$100	2010	\$100
2001	\$100	2011	\$100
2002	\$100	2012	\$100
2003	\$100	2013	\$100
2004	\$100	2014	\$100
2005	\$100	2015	\$100
2006	\$100	2016	\$100
2007	\$100	2017	\$100
2008	\$100	2018	\$100
2009	\$100	2019	\$100
2010	\$100	2020	\$100

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SOUTH AFRICAN

Notes	Price
Anglo Am Ind R.....	\$25
Banlow.....	EB
Good Hds Prop R.....	137 1/2
SA Brwrs.....	E17 1/2
Standard Bank.....	125 1/2

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Market capitalization shown is calculated separately for each line stock quoted.

* Highs and lows marked thus have been adjusted to allow capital changes

Yield based on nominal dividend	F Yield based on income or other	FID (Foreign Income Dividend)
------------------------------------	-------------------------------------	----------------------------------

I. Estimated dividend yield, pts ratio based on latest annual earnings	II. Estimated normalized yield, pts based on latest annual earnings	III. Dividend yield
--	---	---------------------

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LONDON STOCK EXCHANGE

Footsie falls again as May rally peters out

MARKETS REPORT

By Philip Coggan,
Markets Editor

Shares in London suffered their second decline in a row but the market's resilience was demonstrated when the FTSE 100 index recovered much of its losses in the afternoon session.

Trading activity was dominated by the placing of part of the Kuwait Investment Office's stake in British Petroleum, which Goldman Sachs carried out in New York and London. Volume pushed over the 100m mark, at 1.06bn, by the 6pm count.

There were signs that the mar-

ket wanted to take a breather after the 11-day rally which took Footsie to repeated all-time highs. Some investors may well want to see how the first Labour Budget hits the corporate sector.

Wall Street's disappointing finish on Wednesday, and the effect of the BP placing, set the market off to a bad start, with Footsie opening 22.3 lower at 4,664.7.

The main domestic news was the UK retail price numbers, with underlying inflation hitting the government's target of 2.5 per cent a year for the first time since December 1994. There was some concern that service sector inflation continued to be strong, with Mr Adam Cole, UK econ-

omist at HSBC James Capel, pointing out that the annual rise in the price of services reached its highest level since February 1994.

However, Mr Michael Saunders, UK economist at Salomon Brothers, said that "underlying inflation is likely to trend lower over the rest of the year, dropping to about 2 per cent (or possibly even slightly lower) by the year end".

The inflation data failed to lift the market's spirits and Footsie, along with gilts, stayed in negative territory for much of the morning. The effect of the GrandMet-Guinness merger, which raised takeover hopes across the market at the start of

the week, seemed to be fading. A mixed set of US economic statistics initially sent Footsie to its low for the day of 4,654.4 but Wall Street quickly rallied from an opening loss. The Dow Jones Industrial Average was five points ahead when London opened. That allowed shares in London to steadily recover and Footsie closed 5.7 lower at 4,681.2, while the FTSE 250 index dropped 7.4 to 4,521.9 and the SmallCap 2.0 to 2,314.8.

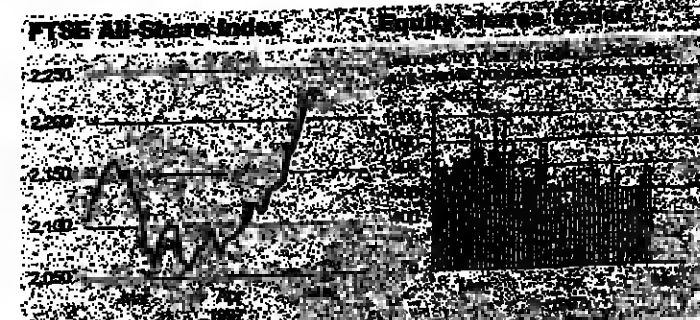
Shares have risen much more quickly than most analysts were expecting at the start of the year. Mr Brian Marber, the technical analyst, thinks that the "1996-97 bull market is alive and well but Footsie is in terminal blow-off mode".

Mr Mark Brown, head of strategy and economics at ABN Amro Hoare Govett, points out that the real yield gap has turned negative, with the dividend yield on the FTSE All-Share index falling below the real yield on the index-linked gilts. "That may be proving a bit of a barrier to equities," he says.

Mr Brown raised his end-year Footsie target from 4,000 to 4,500 on the day the chancellor gave the Bank of England the right to set interest rates. But he says, while the equity market has been re-rated, "this is really an environment for gilts, not shares".

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Indices and ratios

	FTSE 100	FTSE 250	FTSE 350	FTSE All-Share	FTSE All-Share yield	FT 30	FT 30 Non-Fin p/e	FTSE 100/Fin	10 yr Gilt yield	Long gilts/yield ratio
	4661.2	4521.9	2286.7	2225.99	3.47	4681.2	18.92	16.54	6.98	2.04
	-5.7	-7.4	-3.0	-2.80	3.45	-12.0	-1.20	-1.1	-1.1	-1.1

Best performing sectors

	1 Gas Distribution	2 Pharmaceuticals	3 Diversified Inds	4 Extractive Inds	5 Consumer Goods
	+2.0	+1.5	+0.8	+0.7	+0.7

Worst performing sectors

	1 Engineering, Vehicles	2 Paper, Pkg & Print	3 Electronics & Elec	4 Retailers General	5 Other Financial
	-1.4	-1.2	-1.1	-1.1	-1.1

FUTURES AND OPTIONS

FTSE 100 INDEX FUTURES (LIFFE) \$25 per full index point		FTSE 250 INDEX FUTURES (LIFFE) \$10 per full index point		FTSE 100 INDEX OPTION (LIFFE) \$10 per full index point	
Open	Sett price	Open	Sett price	Open	Sett price
4680.0	4665.0	4580.0	4565.0	4680.0	4665.0
4711.5	4722.0	4711.5	4722.0	4711.5	4722.0

FTSE 100 INDEX OPTION (LIFFE) \$10 per full index point		FTSE 250 INDEX OPTION (LIFFE) \$10 per full index point	
Open	Sett price	Open	Sett price
4680.0	4665.0	4580.0	4565.0
4711.5	4722.0	4711.5	4722.0

FTSE 100 INDEX OPTION (LIFFE) \$10 per full index point		FTSE 250 INDEX OPTION (LIFFE) \$10 per full index point	
Open	Sett price	Open	Sett price
4680.0	4665.0	4580.0	4565.0
4711.5	4722.0	4711.5	4722.0

FTSE 100 INDEX OPTION (LIFFE) \$10 per full index point		FTSE 250 INDEX OPTION (LIFFE) \$10 per full index point	
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4711.5	4722.0	4711.5	4722.0

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Open	Sett price	Open	Sett price
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4711.5	4722.0	4711.5	4722.0

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4711.5	4722.0	4711.5	4722.0

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4711.5	4722.0	4711.5	4722.0

FTSE 100 INDEX OPTION (LIFFE) \$10 per full index point		FTSE 250 INDEX OPTION (LIFFE) \$10 per full index point	
Open	Sett price	Open	Sett price
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4711.5	4722.0	4711.5	4722.0

FTSE 100 INDEX OPTION (LIFFE) \$10 per full index point		FTSE 250 INDEX OPTION (LIFFE) \$10 per full index point	
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NASDAQ NATIONAL MARKET

1 day about 1/2 hr 15

[illegible]

Stock	Pr	St	1000	High	Low	Last	Change
Accubank	16	220	100	11	12		
Accubank	1.80	14	100	69 1/2	69 1/2		
Academy	57	1.00	125	1.00			-0.05
Academy	34377	237	34 1/2	25 1/2			
Academy	23	20	23 1/2	23 1/2	23 1/2		
Academy	2562	6	5 1/2	5 1/2			
Academy	123	21	1480	65 1/2	65 1/2		
Academy	1020	14	67 1/2	18 1/2	18 1/2		
Academy	0.12	20	100	5 1/2	5 1/2		
Academy	0.09	155	23 1/2	15 1/2	15 1/2		
Academy	1.17	8	24 1/2	27 1/2	28 1/2		
Academy	15	100	100	14 1/2	15 1/2		
Academy	40	20	12 1/2	12 1/2	12 1/2		
Academy	0.52	10	10 1/2	10 1/2	10 1/2		-0.05
Academy	11	100	10 1/2	10 1/2	10 1/2		
Academy	11	100	10 1/2	10 1/2	10 1/2		
Adelco	1.20	13	175	42 1/2	41 1/2		-1/2
Adelco	0.00120	210	184	144	145		
Adelco	0.62	16	53 1/2	24 1/2	24 1/2		+1 1/2
Adelco	30	5 1/2	5 1/2	5 1/2	5 1/2		
Adelco	34	6 1/2	6 1/2	6 1/2	6 1/2		
Adelco	0.62	1	40 1/2	4 1/2	4 1/2		
Adelco	1	161	12 1/2	1 1/2	1 1/2		
Adelco	1.20	4	30 1/2	32 1/2	32 1/2		
Adelco	0.24	16	21 1/2	21 1/2	21 1/2		
Adelco	1.12	10	13	43 1/2	43 1/2		
Adelco	69	27 1/2	18	15 1/2	15 1/2		
Adelco	40	28 1/2	25	23 1/2	23 1/2		
Adelco	75	5	4 1/2	4 1/2	4 1/2		
Adelco	0.22	15	15 1/2	15 1/2	15 1/2		
Adelco	0.84	21	44 1/2	44 1/2	44 1/2		
Adelco	30	5 1/2	5 1/2	5 1/2	5 1/2		
Adelco	13	100	10 1/2	10 1/2	10 1/2		
Adelco	24	11 1/2	14	13 1/2	13 1/2		
Adelco	0.25	20	30 1/2	30 1/2	30 1/2		
Adelco	32	10 1/2	4 1/2	4 1/2	4 1/2		
Adelco	18	30	30 1/2	30 1/2	30 1/2		
Adelco	43	22 1/2	22 1/2	22 1/2	22 1/2		
Adelco	0.60	6	6 1/2	6 1/2	6 1/2		
Adelco	30	10	10	10	10		
Adelco	31	14 1/2	5 1/2	5 1/2	5 1/2		
Adelco	1.00	174	30 1/2	30 1/2	30 1/2		
Adelco	1	100	8 1/2	8 1/2	8 1/2		
Adelco	1	100	8 1/2	8 1/2	8 1/2		
Adelco	0.40	15	60 1/2	25 1/2	25 1/2		
Adelco	30	10 1/2	22 1/2	22 1/2	22 1/2		
Adelco	57	63 1/2	29 1/2	29 1/2	29 1/2		
Adelco	31	100	6 1/2	6 1/2	6 1/2		
Adelco	0.18	11	16 1/2	16 1/2	16 1/2		
Adelco	0.50	10	17 1/2	17 1/2	17 1/2		
Adelco	0.21	43	17 1/2	17 1/2	17 1/2		
Adelco	1100	11	11	11	11		
Adelco	21	100	22 1/2	22 1/2	22 1/2		
Adelco	0.26	107	24 1/2	24 1/2	24 1/2		
Adelco	0.13	17	29 1/2	15 1/2	15 1/2		
Adelco	0.60	11	6	27	27		-24 1/2
Adelco	4729	5 1/2	5 1/2	5 1/2	5 1/2		
Adelco	180039	33 1/2	33 1/2	33 1/2	33 1/2		
Adelco	25	48 1/2					
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4 per class May 15												
Class	Stock	Bkls.	1/4	1/2	3/4	1	1 1/4	1 1/2	1 3/4	2	2 1/4	2 1/2
+3	AAEP	0.80	22	1568	494	354	434	434	434	434	434	434
+3	WFL		14	14	144	144	144	144	144	144	144	144
+3	Pageant 6		71	2380	74	7	74					
+3	PACI		3	27	84	84	84	84	84	84	84	84
+3	PMG	1.24	11	49	134	134	134	134	134	134	134	134
-4	Reprintist		20	264	264	264						
+1 1/2	S&N Corp	2.22	18	144	44	554	54	54	54	54	54	54
-4	Tab Prod	0.20	12	27	94	84	84	84	84	84	84	84
-4	Yachima	0.42	81	274	354	374	374	374	374	374	374	374
-4	Thermomix		15	322	17	184	184	184	184	184	184	184
-4	Thermomix		23	740	324	324	324	324	324	324	324	324
-4	TopRA	0.3310	391	94	84	84	84	84	84	84	84	84
-4	7mmCity		8	2	34	34	34	34	34	34	34	34
-4	Tubos Mex.		894	174	174	174	174	174	174	174	174	174
-4	USOFRSA		10	1010	14	14	14	14	14	14	14	14
-4	US FRSA		14	14	14	14	14	14	14	14	14	14
-4	US FRSA		14	24	254	254	254	254	254	254	254	254
-4	Wazona		181	812	254	254	254	254	254	254	254	254
-4	WAZET		137	3949	254	254	254	254	254	254	254	254
-4	WWEI	1.12	18	114	124	124	124	124	124	124	124	124
+2 1/2	Xytronic		8	74	74	74	74	74	74	74	74	74

[illegible]

Hybridon	582	$8\frac{1}{2}$	$8\frac{1}{4}$	$8\frac{1}{4}$	-1	USB
Hybridon	58	$2\frac{3}{4}$	$2\frac{1}{4}$	$2\frac{3}{4}$	+3	

$$\frac{68}{27} \cdot \frac{89}{25} \cdot \frac{66}{25} + \frac{1}{2}$$
[illegible][illegible][illegible]

EASDAQ											
EASDAQ is a fully regulated independent pan-European Stock Market focused on high growth companies with international aspirations. The shares of companies on the EASDAQ Stock Market can be bought and sold through EASDAQ Members. EASDAQ Members are made up of Brokers and Banks from across Europe.											
Company	Mid price	Change	Volume	High	Low	Company	Mid price	Change	Volume	High	Low
	on day						on day				
ActiCard	US\$6.5	-0.125	2500	8.25	6.3	Esprit Telecom AG	US\$8.5	-0.125	8	12.25	5.375
Actronic Systems	US\$10.625		9500	11	9.5	US811-45			27500	12.75	10.25
Advent	£16		700	18	14	Imperial	US\$10	-0.375	9	11	8.125
Dr. Schenck's AG	US\$22.25		100	25.5	18.875	Pactech	US\$4.5		0	6.125	3.25

RECRUITMENT

A survey shows that a third of European employees are dissatisfied, says Robert Taylor

Europe's unhappy world of work

Employee satisfaction is "one of the key corporate priorities of the 1990s" as it has become clear that "competitive levels of customer service cannot be achieved by dissatisfied or disengaged workers, according to the latest annual survey of worker attitudes carried out by International Survey Research, the European consulting group."

Motivated and committed staff are crucial for achieving organisational success as workers are a company's most important asset, it adds. Such views may seem unexceptional in any management guide of how companies ought to relate to employees if they want to be effective.

But - as so often in human resource management - the bullish rhetoric seems unrelated to reality. The survey suggests nearly a third of people at work in Europe are dissatisfied. The sample covers 450 companies employing more than 9m workers in 18 European countries.

As many as 70 per cent of the respondents may be satisfied with their job and their working relationships

while almost as many believe they operate efficiently and identify with their company while working in safe conditions. Such a degree of worker contentment may seem surprising.

But not all is well among European employees. Less than half were satisfied with their level of pay (41 per cent) or their benefits (46 per cent). The survey also found that just under half (47 per cent) are concerned their employers do not do enough to keep them informed about matters that affect them.

However, such overall figures mask wide differences between employee attitudes in European countries. Two-thirds of those asked in Switzerland and Denmark expressed general satisfaction, followed closely by Norway, the Netherlands and Austria. Such findings suggest small is best. By contrast the least satisfaction was found in the UK (53 per cent), Italy (54 per cent),

France (56 per cent) and Spain (57 per cent).

Danish employees were particularly satisfied with the training they received, their career development opportunities, the effectiveness of their company's communications, their workplace relationships and their pay. But they were noticeably less satisfied with the level of non-wage benefits.

At the other end of the satisfaction stakes, British workers were among the most discontented. "Despite significant attempts at corporate restructuring and re-engineering, employee attitudes towards the organisation and the efficiency of their work are among the least favourable in Europe," says the report. "Despite a strong commitment to total quality management in many companies, attitudes to the quality of work performance are more critical than in any other European country."

Nor were British employees satisfied with the training they were given by companies. British managers were rated less favourably by their own employees than in almost any other European country. Moreover, British workers feel more insecure than elsewhere.

Surveys of satisfaction among European employees have been carried out by ISR since 1990 so the company can provide a substantial amount of material on how employee attitudes have changed over time. It seems that employee satisfaction has grown over the past seven years in Switzerland (+3 per cent), Spain (+3 per cent) and Italy (+2 per cent). In contrast there has been a marked fall in satisfaction among workers in the UK (-3 per cent), Belgium (-2 per cent) and France and Germany (both -1 per cent).

"UK employees are markedly more critical of their company managements than

they were, their levels of identification with their companies are much weaker and they are significantly more concerned both about the nature of their future with their companies and indeed whether they have a future with them at all," says the survey. This ought to caution those who admire the flexible UK labour market model and contrast it favourably with employee relations in mainland Europe.

However, there is some evidence of convergence with a significant decline in employee perceptions of the security of their jobs across Europe in the 1990s. "This is neither an isolated nor a transitory phenomenon and reflects a fundamental change in the nature of the employment relationship," notes the report. "This is having and will continue to have a profound effect on employees' psychological contract with their employ-

ers and their attitudes towards their work."

The report is free from International Survey Research Ltd, Albany House, Petty France, London SW1H 9EE

Social standing

Comparative studies of political economies tend to be difficult because perhaps inevitably there is a tendency to rate them competitively.

For a long time the German social market model was widely admired, linking business efficiency with employee participation. But with unemployment as high in number as it was in the last days of the Weimar Republic in 1932, the UK-US flexible neo-liberal model has grown seemingly more attractive as a job creation machine. A lumbering, over-bureaucratic Germany is contrasted with a lightly regulated UK. In the struggle between regulation and

voluntarism, the UK looks better equipped to respond than Germany.

But all is not perhaps what it may seem. Later this year an important study will be published by the Anglo-German Foundation for the Study of Industrial Society which compares systems of corporate governance between companies in both countries.

This report promises to provide badly needed empirical evidence for the debate over the competing models. The survey concentrates on banking and financial services, airlines and aerospace, pharmaceuticals and engineering. Preliminary findings suggest the pressure for reform, particularly in the financial markets, is growing in Germany due to the prospect of a common European currency and the spread of globalisation while the status quo is being stoutly defended in the UK where the voluntary

approach is preferred.

In a study of how British Airways and Lufthansa have restructured in the face of financial ruin, BA's chairman Lord King is seen as an admired catalyst for change in the early 1990s because he was able to impose sweeping rationalisation on employees without recourse to much consultation.

However, when faced with a similar financial crisis 10 years later, Lufthansa was able to transform itself in a similar way and speed with the full-hearted co-operation of staff. Such research suggests that the formalised system of consultation imposed by Germany's statutory works councils is not an obstruction to the corporate change required by technological innovation and global competitiveness but often a necessary institutional means of expediting reform and even initiating it.

A static textbook view of the German model is misleading because it neglects to emphasise its underlying dynamism. The fact that Germany remains the second largest exporter in the world suggests that criticisms of its inertia and rigidity may be misplaced.

Outstanding New Business Development – South Africa



Merrill Lynch

Merrill Lynch is a leader in investment banking with an outstanding reputation in the debt, equity and derivative markets. As part of a major strategic initiative in their global operation, Merrill Lynch has acquired 100% ownership of the South African broker, Smith Borkum Hare. Independently renowned as a leading broker for South African equity trading and corporate finance, it is Merrill Lynch's plan to develop existing business and expand into areas such as proprietary and derivative trading.

In order to support the expansion of this operation both within South Africa and as a base for expansion in the sub-Saharan, Merrill Lynch is seeking to hire experienced Heads of Department and Section Heads within Operations, Finance, Technology and Project Management. Successful candidates will be invited to either move directly to South Africa, or alternatively, spend time in the London office prior to relocation.

These will be key hires, as they represent the future of the company and will afford the successful candidates excellent career opportunities.

Key responsibilities will include:

- Developing and implementing new systems to ensure that business growth can be effectively supported.
- Hiring, leading and managing teams during a period of major change.
- Providing high quality control systems.
- Develop a leading-edge technology environment.
- The provision of a secure and regulated environment.

Candidates will be high calibre professionals who excel in their area of expertise. They will not only be resourceful, but resilient and capable of making a contribution at a senior level within an expanding business.

These roles offer exciting opportunities to work in a dynamic expanding market within a prestigious organisation. The package will be competitive and comprehensive, reflecting the overseas nature of the appointment.

Interested candidates should contact Anne Tinsley or Rosalind Coffey at Michael Page City on 0171 269 2305. Alternatively, write to them, enclosing a full CV at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax: 0171 405 9649. Please quote ref 346115.



Michael Page City

International Recruitment Consultants
London Paris Frankfurt Hong Kong Singapore Sydney

BUSINESS ANALYST – TREASURY & CAPITAL MARKETS

LONDON

EXCELLENT SALARY PACKAGE

Rolfe & Nolan

Rolfe & Nolan is an established public limited company, supplying market-leading risk management and settlement software to over 280 clients in 22 countries, within the futures and options industry.

Lighthouse

Lighthouse is a ground-breaking integrated treasury and capital markets trading and risk management system based on NT, UNIX, C++ and Oracle version 7. It is a live system supporting major international bank treasury operations and has a growing pipeline of new business opportunities in a range of global locations.

Business Analyst

We are looking for a Business Analyst to fill a permanent position in the Lighthouse risk management consulting team. This person will apply business analysis skills to assist in all phases of the software development life-cycle: from problem definition to functional specification and implementation, through testing, on-going maintenance and enhancements. In this role, the business analyst will also gain exposure to various stages of commercial activities including pre- and post-sales support.



ROLFE & NOLAN

Technical Skills

- Good operational/business experience in one or more wholesale banking areas e.g. Credit, FX, Money Markets, Capital Markets and Equity-related Derivatives
- Good working knowledge of Excel spreadsheets
- Relevant degree

Your Move

Applications in writing with full CVs to Sarah Poyner, Human Resources Manager, Rolfe & Nolan Systems Ltd., Lowndes House, 1-9 City Road, London EC1Y 1AA, U.K. Telephone (44) 171 374 4841 Fax (44) 171 374 0732 Closing date for receipt of applications is 30.05.97

CJA

RECRUITMENT CONSULTANTS GROUP
2 London Wall Buildings, London Wall, London EC2M 5PP
Tel: 0171-583 3588 or 0171-583 3576
Fax No. 0171-256 8501

Key transaction and marketing role within European team of US Headquartered group.

SENIOR TRANSACTION MANAGER
- PROJECT FINANCE

CJA

LONDON

package £70,000-£110,000

CREDIT ENHANCEMENT BUSINESS OF ONE OF THE LARGEST AND MOST
DIVERSIFIED FINANCIAL SERVICES COMPANIES

We invite applications from candidates, who must have had at least 8 years project and structured finance experience of which 4 years will have been working within a bank at a senior executive level dealing with the Infrastructure and PFI finance sectors. As the selected candidate you will be responsible, as part of a small team, for the origination and transaction of complex financial deals, which will call for the highest level of technical expertise and customer service. Working on your own initiative you should be experienced in credit and risk analysis as well as deal structuring. Essential personal qualities are a strong presence, well developed sales skills and the ability to make effective presentations at the highest levels. Your network of connections in the project and structured finance sectors will be key to achieving a major objective of maximising market share. Our client offers an attractive package including car or car allowance, contributory pension, medical scheme, large company benefits and excellent career development opportunities. Applications in strict confidence, under reference STM6258/ST to the Managing Director, CJA.

CJA

RECRUITMENT CONSULTANTS GROUP
2 London Wall Buildings, London Wall, London EC2M 5PP
Tel: 0171-583 3588 or 0171-583 3576
Fax No. 0171-256 8501SMALLER COMPANY
SALES

CJRA

Highly attractive package

Our City based client is looking to add to its established smaller company team.

Applications are invited from candidates who have approximately 5 years relevant experience and are seeking to develop their career within a successful and expanding team.

Essential qualities include strength of personality, excellent communication skills, flexibility and well developed marketing abilities.

Please send your CV in strict confidence, with a covering letter explaining why you are suitable for this position, and listing any companies to which your CV should not be sent, under reference SCS6269/FT to the Security Manager, CJRA.

Project Finance

Head of Telecommunications

London

Six figure package

Our client is a leading international bank with a highly respected, successful and profitable Project Finance group which provides both arranging and advisory services. The group focuses on a team basis on specific sectors and is now seeking an experienced banker to head up and lead the Bank's drive into the telecommunications sector.

The Role

- Assume full responsibility for the execution of project finance mandates in the telecommunications sector.
- Marketing and business development in order to secure debt arrangement and underwriting roles, as well as advisory mandates.
- Responsibility for all aspects of negotiation and structuring transactions.
- Provide other services and products to telecommunication clients, such as corporate finance.
- Manage, develop and grow the Bank's telecommunications team.

The Candidate

- Likely to be aged at least 30.
- Significant banking experience, with a track record of underwriting and lead-arranging transactions.
- In depth knowledge of the telecommunications sector.
- Sound negotiating and transactional skills.
- Strong technical knowledge of credit risk and financial modelling.

This position offers considerable responsibility in a challenging and dynamic environment. For the successful candidate a highly competitive salary and banking benefits package will be offered.

Interested candidates should contact Simon Lewis or Tim Smith on 0171 269 2316 or write to them enclosing full curriculum vitae at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 0171 405 9649. Please quote reference number 348896.



Michael Page City
International Recruitment Consultants
London Paris Frankfurt Hong Kong Singapore Sydney

Opportunities in Project and Export Finance

Salary £25K – £35K Plus Excellent Benefits

Dresdner Kleinwort Benson is a leading integrated investment bank. It is part of the Dresdner Bank Group, Germany's second largest bank and one of the leading banking groups in Europe. Our Project and Export Finance business is recognised as a market leader, with a reputation for supplying excellent advisory and arranging services to a large international client base.

We are looking to recruit a small number of high calibre individuals to help expand our project finance activities. Successful candidates will be given the opportunity to fulfil their potential by becoming deal leaders of the future through a combination of modelling experience (on both the advisory and lending sides of the business) and a tailored training and development programme.

We would be very interested in applications from candidates who have either successfully completed a graduate training scheme with a clearing bank, or have recently qualified as Chartered Accountants. Applicants will need to demonstrate excellent communication skills combined with the ability to solve unique problems by applying investment appraisal techniques to deliver original solutions in a strong team environment.

These exciting opportunities offer a highly competitive salary and bonus structure, and a comprehensive benefits package.

Please send a C.V. and covering letter to Ms. Jessica Brown, Personnel Department, Kleinwort Benson Limited, 20 Fenchurch Street, London EC3P 3DB.



Dresdner Kleinwort Benson

Member of the Dresdner Bank Group



Project Development Manager(s)

Leading Independent Power Producer

AES Electric, a fully owned subsidiary of the AES Corporation of the US, has a need for up to two Project Development Managers to be based in their Richmond office to cover business/project development activities in Europe and Africa. The focus at present would be Central and Eastern Europe working both on existing and new projects in development. Work is extremely varied and unstructured with plenty of opportunity to take on important responsibilities. Task areas include: bid preparation, financial modelling, strategic planning, preparation of feasibility studies, contract negotiations, fuel procurement analysis, project financing and relationship building. Significant travel abroad is likely. Work is done in small teams, with a great deal of autonomy, and AES has a very flat reporting structure.

A successful candidate is likely to have a technical first degree and a post graduate business qualification (MBA preferred) with around three years working experience, ideally in the energy and/or power sector. Analytical ability, numeracy and being a team player are essential and the successful candidate should have a high level of interpersonal and presentation skills. Proficiency in more than one language would be advantageous.

AES is one of the largest independent power producers in the world with activities in over 35 countries. AES has ownership interests in 34 power plants totalling 11,000 MW in USA, UK, Hungary, Argentina, Brazil, Kazakhstan, Pakistan and China. Revenues in 1996 were \$835 million and net income \$125 million. AES offers a competitive UK compensation package pension contributions, private health care and supplementary insurances.

Interested candidates should write to Michel Linney at the following address before 6th June, 1997: AES Electric Ltd, 17-19 Worpole Way, Richmond, Surrey TW10 6AG, England.

Barclays Global Investors Head of Public Relations

Excellent Salary + Benefits

City

Barclays Global Investors is one of the largest investment management groups in the world. It has assets under management of £225 billion and offers both indexed and advanced active investment strategies. Given Barclays Global Investors' strategy for growth and impressive performance record, we wish to appoint a high-calibre individual both to raise the group's profile and to manage its public relations in London.

THE POSITION

- Raise the Group's profile in the press and investment community by developing and affecting a public relations policy.
- Manage press relations across Europe. Liaise with international offices regarding Group worldwide public relations.
- Foster and implement internal communications policy across Europe. Contribute outstanding written material, including speeches, articles and press releases.

QUALIFICATIONS

- Strong academic background. Possibly graduate with a further qualification in a related field, such as Journalism.
- 5-8 years' relevant experience within a respected PR/writing team either in-house or within agency. Financial services exposure advantageous. Successful track record in communications in international environment.
- Excellent written and verbal communication skills. Creative, committed, resourceful. Well disciplined and meticulous team player. European language skills helpful but not essential.

Please send full cv, stating salary, ref F5705A/IFT, to NBS, 10 Arthur Street, London EC4R 9AY

Fax 0171 623 1525 Tel 0171 623 1520

Aberdeen • Birmingham • Bristol City • Edinburgh • Glasgow

Leeds • London • Manchester • Slough • Madrid • Paris

NBS Selection - Financial Services



Selection and Search

A BNB Resources plc company

ISO 9002 Registered

Head of Trading

Highly Competitive Package + Bonus

UK Based

Our client is a pioneer in the Financial Services sector servicing over 600,000 clients from individuals to institutions with over £900m under administration. Recently, the company has formed an alliance with a prestigious international investment firm with a view to establish the company's international presence. The firm operates within an entrepreneurial environment and has been commended for its outstanding service and execution as well as providing an innovative added value service to its customers.

The opportunity has arisen to recruit the Head of Trading who will be responsible for identifying and exploiting appropriate opportunities presented by the UK market's move towards order matching. This new role is part of the firm's overall strategy of revitalising the organisation from its existing framework. Furthermore, the individual will be in a position to grow the operation's effectiveness and capability as well as developing strategic relationships with market makers.

Reporting to the Managing Director, the candidate they seek will be used to working in an open, dynamic environment driven by high volume activity. Perhaps currently in a number two role, he or she will have the ambition and potential to grow into a board level post in the short term. The individual will bring previous market experience especially in order matching and will be adept at managing and motivating others. Specifically, the individual will develop and maintain operational responsibility.

This appointment represents an outstanding opportunity for an enthusiastic, focused individual who is capable of taking a broad overview and is keen to play a major part in a dynamic and growing operation.

To apply, please forward your CV, including salary details, to our advising consultant at Harvey Nash Plc, 13 Bruton Street, London W1X 7AH. (Tel: 0171 333 0033, Fax: 0171 333 0032.) Please quote reference number HNF181FL. You may also apply via http://taps.com/Harvey_Nash

HARVEY NASH



Exciting project based opportunities for finance and operations professionals:

Global Product Support

London

Major European Bank

£excellent

Our client is a leading international investment bank operating in 60 countries and employing more than 9,000 people. Headquartering its capital markets and securities trading activities in London, it provides a comprehensive range of products and services in bonds, equities, currency and interest rate swaps and options, and derivatives. The growth of these businesses and the development of new markets and products has created the need to hire two new high calibre support professionals.

Securities Products - Credit Derivatives and Emerging Markets

As part of a team of four covering securities products, the initial role will involve managing projects relating to the burgeoning credit derivatives business. Other tasks will include standardising systems to measure P&L and risk, and developing Emerging Market systems.

Derivative Products

Working on a broad range of issues connected to the equity and fixed income derivative business, including development in markets, exchanges, accounting technology and operational support. Setting up middle office support for new products, streamlining processes and developing systems.

For both of these positions, we are looking for individuals with a strong background (4 years+) in Finance (preferably qualified), Operations or Consultancy, with a sound knowledge of the relevant products and an awareness of the P&L, risk or settlement implications of trading activity. Candidates will be numerate and have a good knowledge of systems and experience of projects. To succeed in these roles, highly developed interpersonal skills and good written communication skills will be essential. Career prospects are excellent.

Please write to Joe Thomas, quoting ref. 422 and enclosing a full Curriculum Vitae that includes contact telephone numbers. All applications will be handled in the strictest confidence.

76 Watling Street
London
EC4M 9BJ



Tel: 0171-248 3653
Fax: 0171-248 2814
E-mail: 422@bbm.co.uk

JAPANESE ANALYST/INVESTMENT MANAGER

Competitive Remuneration

Partnership Prospects

Silchester International Investors, a private company specialising in international portfolio management for U.S. pension funds, endowment and family clients, seeks to recruit a specialist in Japanese equities.

The likely candidate will require a good academic background, 2-5 years' experience of Japanese securities and a thorough understanding of fundamental analytical techniques. A knowledge of Japanese language and culture would be an advantage.

With \$2 billion of equity funds under management, a successful track record and a strong growth path, Silchester offers an attractive professional environment, competitive remuneration and partnership prospects to the right candidate.

Please write with a full CV, to Mrs. Penny Bester, Personnel Manager,
Silchester International Investors Limited,
Heathcoat House, 20 Savile Row, London W1X 1AE.

SILCHESTER INTERNATIONAL INVESTORS

Global Financial Services Marketing

Luxembourg

Highly Attractive Package

Our client is a major international bank providing customers world-wide with innovative, competitive securities services. With continued expansion in both its customer base and product portfolio, they are looking to strengthen their Product Development team by making the following appointments.

Product Manager

Our client is looking for two Product Managers, one concentrating on securities clearing and settlement products, the other on cash products. Both will be responsible for managing a team in developing products to gain competitive advantage and market share. This will involve defining and developing functional requirements and devising an overall strategy for products and services, liaising with customers and sales and marketing functions.

You will have a minimum of 8 years' relevant experience gained in an international banking environment. Strong analytical skills are a prerequisite.

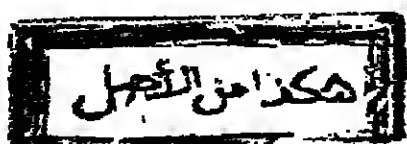
Network Security Product Manager

You will be responsible for the product management of the network security features of the customer connectivity solutions offered by our client. This will include the definition of the architecture and of the products required to support it; contributing to a centre of expertise; and providing customer feedback.

You will have a minimum of 5 years' experience of network communication security development, and ideally will have gained this in an international clearing and settlement business. Excellent project management skills are essential.

If you are seeking great career prospects, an excellent salary and benefits package including relocation, and the opportunity of living and working in the wonderful cosmopolitan city of Luxembourg, then write to me (Lisel Jozet) at Human Resource Partnership, Atlantic House, 351 Oxford Street, London W1R 1FA. Tel +44 (0) 171 489 8699. Fax +44 (0) 171 489 4285.

HRP
SEARCH & SELECTION





中銀國際

BANK OF CHINA INTERNATIONAL

Bank of China International (UK) Limited ("BOCI") is based in London and is the recently-established investment banking subsidiary of the Bank of China which has the largest international network of any Chinese bank. The activities of BOCI are focused exclusively on the PRC and Hong Kong and include both primary and secondary equity and debt capital markets, as well as the provision of project and corporate advisory services to foreign investors seeking access to the PRC. BOCI is now recruiting specifically for its Project Finance and Corporate Finance departments. It would be an advantage for candidates to speak Mandarin.

Project Finance

Our objective is to have 2/3 project finance specialists with proven industry expertise in energy (particularly electricity generation), transportation, (particularly aircraft finance) and telecommunication. Successful candidates will have had hands-on experience in individual projects from initiation through to completion. Patience and good negotiating skills are significant assets as is experience with export credit agencies and supra-national funding organisations. We are also planning to hire three research analysts with strong computer and modelling skills. Industry expertise is a definite plus.

Project Finance Specialists

3-5 years experience in project finance, from initiation to completion.

Specific industry expertise and good grasp of the technology involved. Strong negotiating skills and established contacts with ECAs and international development funds.

Willingness to travel and work abroad for extended periods.

Research Analysts

Strong academic background, with relevant concentration such as economics, engineering and mathematics.

2 years relevant work experience, preferably in target industrial sectors. Computer literacy in modelling packages and ability to create computer driven presentations.

Strong financial modelling skills

Corporate Finance

We are initially seeking to recruit 2 Senior Executives and a number of Associates to be based in our London office, although a certain amount of travel can be expected. The focus will be to obtain business from European multinationals seeking entry/access into China: the execution of deals in conjunction with colleagues in China/Hong Kong and providing assistance in the origination of primary market issues for PRC/Hong Kong companies, particular those which are accessing the international capital markets and seeking to obtain a listing in London.

Senior Executives

A minimum of 5 years relevant corporate finance experience.

The ability to manage assignments and bring them to a successful conclusion. Good presentation skills (both written and oral)

Good analytical and financial skills

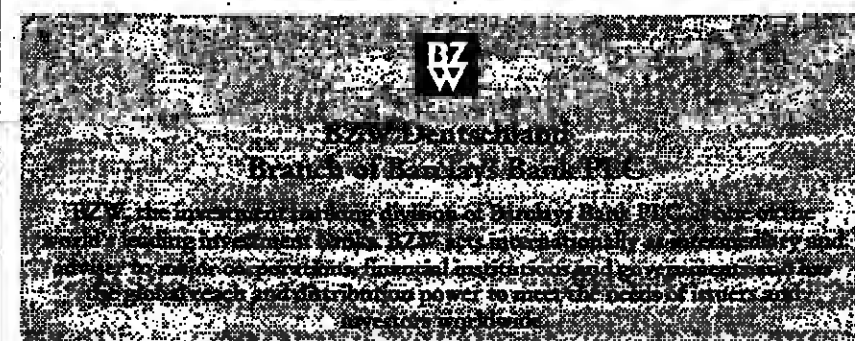
Associates

A minimum of 2 years relevant experience

The provision of strong technical and quantitative support in preparing presentations and executing transactions.

Good financial modelling skills.

Interested candidates should write a covering letter giving current compensation and enclosing a full curriculum vitae to: Stella Socratous, Bank of China International (UK) Limited, One Canada Square, London E14 5AA.



As a result of continued growth, we are seeking an energetic and highly motivated individual (female or male) for our Frankfurt office, to fill the following position within our German Equities Division:

INDEX TRADER

We are looking for an experienced index trader to trade the German Dax index. We expect successful candidates to have:

- considerable experience with both exchange traded and OTC index options, as well as knowledge of index arbitrage
- experience with German dax index preferred
- an excellent academic track record
- a demonstrable record of success in their career
- strong computer modelling skills
- fluency in English, German language helpful but not essential.

We offer competitive salaries and performance bonuses. Applicants for this challenging position are invited to submit their full CVs to our Personnel Department. All applications will be treated in the strictest confidence.

BZW Deutschland, Branch of Barclays Bank PLC, Bockenheimer Landstraße 38-40, 60323 Frankfurt/M.

EQUITY RESEARCH - German and Swiss Markets

THE EUROPE COMPANY LIMITED

London based

German speaker

The Europe Company is a successful London based independent European stockbroking company that produces high quality, value-driven equity research on European companies. As a result of its expansion, the company wishes to hire two additional equity analysts. One analyst will focus on German companies and the other on Swiss companies. Candidates should be dynamic and proactive individuals aged in their mid to late 20's with good German language skills. The ability to write fluently in English is also important.

Previous equity experience from within the stockbroking or fund management environment would be preferable. However, candidates with relevant financial analysis skills gained in other disciplines such as corporate finance, accountancy or management consultancy, who are keen to develop a career in equity research, are also invited to apply.

Salary and bonus programme will be highly competitive.

To apply please write enclosing a detailed curriculum vitae, indicating your current remuneration package to: The Managing Director, Whitney Selection, 17 Buckingham Gate, London SW1B 6LB, quoting reference 431.

WHITNEY SELECTION

Treasury Management

Major International Investment Bank

£excellent + bonus + benefits

Our client is one of the world's most powerful and prestigious financial institutions and a pre-eminent force in global securities markets. The impressive growth of their well-established European operations has presented the firm's Global Treasury function with new challenges. To meet these challenges, they now need to recruit a key individual to further enhance the European Treasury management team.

The role will focus on the provision of advice and assistance to the European Treasury, which has responsibility for liquidity, debt, foreign exchange exposure and creditor relationship management for the bank's European operations. This will include the review and analysis of financing strategies, corporate structures and the optimisation of capital management. Management and development of a strong team of professionals will be a core element of the role.

A high calibre accountant or MBA, possibly MCT qualified, you will be able to demonstrate a strong understanding of treasury management and financing methodologies. Excellent interpersonal and man-management skills will be underpinned by sound numerate and analytical abilities.

The culture is meritocratic, team-orientated and highly professional, bringing excellent prospects for career development either within the Global Treasury function or in a senior financial management role elsewhere.

To find out more please write to Sue Manné, quoting Ref: 435, at BBM Selection, 76 Watling Street, London EC4M 9BJ, enclosing a detailed cv that includes daytime telephone numbers. All applications will be handled in the strictest confidence.

76 Watling Street
London
EC4M 9BJ

BBM
SELECTION

Tel: 0171-248 3653
Fax: 0171-248 2814
E-mail: 435@bbm.co.uk

Assistant Fund Managers

UK/Europe & Pacific Equities

Attractive Salary & Profit Sharing Package

City

Superb opportunity for three talented professionals to join a highly successful London based team with an outstanding investment record.

THE COMPANY

- ◆ Rapidly expanding investment management company with prestigious institutional client list.
- ◆ Global assets of over \$5 billion built up over 6 years of strong, consistent investment performance.
- ◆ High calibre, stable, professional investment team. Excellent record of career development.

THE POSITIONS

- ◆ Important roles exist in two of the company's regional teams, applying careful and rigorous fundamental analysis to country, sector and stock research.

- ◆ Immediate involvement in fund management, client liaison and marketing activities. Travel necessary.

QUALIFICATIONS

- ◆ Numerate graduate/professional with strong computing skills. Min 2 years' experience of detailed financial analysis.
- ◆ Some knowledge of either appropriate stock markets, or sectors an advantage. Relevant language skills helpful, not essential.
- ◆ Ambitious, confident team player. Excellent interpersonal and communication skills.

Please send full cv, stating salary, ref PS70581 for UK/Europe and PS70582 for Pacific, to NBS, 10 Arthur Street, London EC4R 9AY
Fax 0171 623 1525 Tel 0171 623 1520

Aberdeen • Birmingham • Bristol • City • Edinburgh • Glasgow • Leeds • London • Manchester • Slough • Madrid • Paris

NBS Selection - Financial Services

NBS

Selection and Search

ISO 9002 Registered

Global Fund Management Analysts & Portfolio Managers

City

£ Excellent

Our client is a premier investment management arm of a major global US investment bank with significant funds under management. They have enjoyed substantial growth of their institutional client base and are now actively expanding their private client business. Due to this expansion, they now seek to recruit Analysts and Portfolio Managers to manage the increase in assets.

The successful candidates will be responsible for the investment of funds for high net worth clients. An exceptionally good track record in stock selection and the investment process is essential. This role involves a high degree of concentration on the analysis of global markets and investments and requires the intellectual capacity to generate and formulate clear investment ideas.

Candidates will be self-motivated individuals with a minimum of three years of experience gained within an investment management institution. You will currently be working in an institutional

or private client investment management capacity. An enthusiasm for investment research and analysis and a disciplined analytical approach is essential. Client relationship skills are an advantage but not a primary requirement.

This is an outstanding and unique opportunity for ambitious individuals to actively contribute to the growth of the business and the continued success of the division. These roles will suit dynamic professionals with the intelligence and enthusiasm to succeed in a competitive and innovative investment management environment.

If you have a genuine interest and believe you possess the qualities sought, please telephone Sarah Hesse-Hunter on 0171 269 2314 for an informal discussion. Alternatively write to her enclosing a curriculum vitae at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Please quote reference 348944.

MP

Michael Page City

International Recruitment Consultants
London Paris Frankfurt Hong Kong Singapore Sydney

FINANCIAL ANALYST

at New York Branch of Merita Bank Ltd.
Finland's Largest Bank
Analysts work closely with lending officers to assess the strategic and financial prospects of largest companies and industries. US commercial banking includes Western Hemisphere affiliates of Nordic firms, diversified syndicated participations, and direct lending in selected industries, particularly telecommunications.

Requirements: Fluency in Swedish and thorough familiarity with Swedish business environment; MBA, civil/economics/engineering, or equivalent; strong academic record and ability to apply studies to practical situations; superior skills in research, analysis, oral, written, and interpersonal communication; and proficiency in relevant quantitative techniques.

Please send resume, cover letter, academic transcript of graduate studies, and a brief writing sample by May 26th to:

Analysis Group
Merita Bank Ltd
437 Madison Ave., 21st floor
New York, NY 10022, USA
Fax: (212) 421-4420

Further information available from Stephan Poppel, e-mail: poppel@meritany.com. Telephone (212) 518-8881.

GENERAL MANAGER United Arab Emirates

A well established lube oil blending company located in the U.A.E. seeks a General Manager to supervise all aspects of the company's activities. The company is engaged in blending and marketing its own brand of lube oil as well as blending for multinational companies.

Write enclosing CV to:

Box A5421, Financial Times,
One Southwark Bridge, London SE1 9HL

BOND SALESMAN

South - East Asian based retail brokerage requires fixed income broker to service high net worth individual client base. Minimum 2 years experience in fixed income products required, ideally to an established private client base. The successful candidate must be an entrepreneurial, aggressive salesperson capable of marketing a variety of asset classes and willing to work in a high pressure selling environment. Exceptional compensation package negotiable based on experience.

Fax resume to
Ms. S Rojoo on (632) 8156639

CARIBBEAN INTERNATIONAL INSURANCE COMPANY, INC., seeks producers to represent a full range of insurance and financial products including, but not limited to, personal guarantee indemnities, construction/ performance bonds, surety bonds, a full range of credit enhancement products. Send CV and/or company description via: Email: cys@caribbea.com or Fax 1-202-462-2526

ECONOMIST - WATER REGULATION

General Utilities plc is the UK corporate representative of the Générale des Eaux Group, a world leader in the long-term provision of utility and community services. In the British Isles, Group Companies employ more than 25,000 people and in 1995 had a combined turnover in excess of £1.5 billion.

Our four water companies, serving 3 million people, work closely with the regulator OFWAT. We are looking for an Economist to provide advice and support on all aspects of water regulation. Reporting to the General Utilities Controller, he/she will take a pro-active role in anticipating new trends in regulation and in helping Water Companies address regulatory issues. He/she will also keep abreast of regulatory regimes in other sectors and provide a regular flow of information and advice to Group Senior Executives.

We are looking for a graduate in Economics with 3-5 years' experience in an economist role. An MBA would be an advantage. Experience of regulatory matters and modelling skills, acquired in consultancy, the utilities sector or a related government area are essential.

The role demands a pro-active and commercial approach. French language skills would be an advantage.

Please send your CV stating current remuneration, and references EWR/FT, to: Richard Black, Director of Human Resources, General Utilities plc, 37-41 Old Queen Street, Westminster, London SW1H 9JA. Tel: 0171 393 2726.

Closing date for applications:
Friday 30th May 1997.

GENÉRALE
DES EAUX

LATIN AMERICAN SPECIALIST

COMPETITIVE SALARY & BONUS PACKAGE

CITY LOCATION

A rare opportunity for a disciplined, talented individual to join an expanding investment management firm to take responsibility for the Latin American portfolio.

THE COMPANY

- ◆ UK subsidiary of major international financial services group with over \$40bn under management.
- ◆ Rapidly expanding assets under management.
- ◆ Excellent investment track record.

THE POSITION

- ◆ Play lead role in rigorous investment analysis of companies in the Latin American region.
- ◆ Be responsible, as part of a high calibre team, for identifying and researching investment themes.
- ◆ Ultimately take responsibility for the Latin American fund performance following the company's investment philosophy.

QUALIFICATIONS

- ◆ Good first degree and able to demonstrate outstanding analytical skills. Spanish and/or Portuguese linguistic proficiency will be an advantage.
- ◆ Two to three years' experience, either in the equities marketplace or accountancy or management consultancy and wishing to develop a career in investment management.
- ◆ Team player. Articulate. Energetic. Disciplined. Willing to study for industry qualifications.

Please write to Ref: LAS/235, Miller Leake Advertising, 50 Harvey Road, Farnborough, Hants GU14 9TW. All applications will be treated in confidence and forwarded to the consultant handling this assignment.

Miller Leake
ADVERTISING

Raymond James & Associates European Equity Sales/Sales Trading, London

Raymond James & Associates is seeking an experienced salesperson/sales trader to join its London-based European equities team, to service institutional accounts on a worldwide basis.

The candidate should have an established client base in one or more areas, and should have a proven record of the ability to generate ideas to clients; the ideal candidate will be dynamic, entrepreneurial, and excited by the possibility of genuinely open-ended remuneration, coupled with the chance to assist in building a business for themselves within a successful team.

Raymond James & Associates is a subsidiary of Raymond James Financial, located in St. Petersburg, Florida, with international offices in Brussels, Dusseldorf, Geneva, London, Luxembourg, Nyon and Paris in addition to India and S. Africa.

Interested applicants should apply in confidence to:

Mark Abbott, Head of UK & European Equities
Raymond James & Associates
Neptune House, Triton Court
14 Finsbury Square,
London EC2A 1BR
Tel: (0171) 696 6163

RAYMOND JAMES
ASSOCIATES, INC.

Member New York Stock Exchange/NYSE

Raymond James & Associates, Inc. Regulated by SFA

London

This fixed income trading group is part of one of the premier European investment banks, which has developed an enviable reputation based on financial strength and sound strategic focus. The trading group itself has developed a strong track record through the distribution and trading of Eurobonds across currencies. Due to expansion they are now looking to recruit additional salespeople to add to their existing team.

Working as part of the Fixed Income Sales team, the successful candidate will be responsible for generating and transacting Eurobond and fixed income business. Deals are transacted in all major currencies. Individuals should be established client relationship managers with a proven track record and with the ability to generate sales oriented ideas in a team environment. The position offers a high level of autonomy and the environment is entrepreneurial and performance oriented.

Highly competitive package

The ideal candidate will probably have three years plus experience in Fixed Income sales, preferably Eurobonds, with an established client base. They will have a strong knowledge of the global debt markets and the ability to contribute from an early stage. The candidate should be self-motivated, innovative and enthusiastic.

This is an outstanding opportunity to join a recognised name in the Fixed Income industry. Career development prospects are excellent and the remuneration package will include a competitive base salary dependent on experience, a performance related bonus and a full range of banking benefits.

Interested applicants please send a full résumé, quoting Ref. 2497/32 to Tania Wild or Anthony Cook at Morgan & Banks PLC, Brettenham House, Lancaster Place, London WC2E 7EN or, if you prefer, telephone 0171 240 1040. Fax number 0171 240 1052. E-mail: s&s@morgan01.demon.co.uk <http://www.morganbanks.com.au>

Morgan & Banks
INTERNATIONAL

BANKING
SPECIALISTS

Investment Marketing

Our client, a major City-based investment house, wishes to recruit an additional member for its client liaison and business development team. Responsibilities will be for client liaison with existing customers as well as making new business presentations to prospective clients and intermediaries and to support the investment marketing of retail products.

The position is likely to appeal to candidates with at least three years' experience in investment management, stockbroking or investment consultancy who are seeking a role with a greater

emphasis on marketing and client liaison. Candidates must possess well developed oral and written communication skills and will probably be graduates in their late twenties/early thirties.

If you would like to be considered for this position, which offers an attractive salary and benefits package and the opportunity to work in a successful, well-motivated team, please write in confidence to: I M R Recruitment Consultants, No. 1 Northumberland Avenue, Trafalgar Square, London WC2N 5BW. (tel. 0171 872 5447).

I M R

INVESTMENT MANAGEMENT RESOURCES

Senior Research Analysts



Irish Life Investment Managers

Our client, Irish Life Investment Managers, the investment company within the Irish Life Group, manages assets of over £7bn and provides fund management services to a large domestic and multi-national client base. They have recently embarked on a major change programme which will position ILM as a leading European player in what is a high growth, exciting business sector. This programme includes entering into a unique long term strategic link-up with a top US based investment management firm. A key element of this plan will be the recruitment of several top calibre Research Analysts to be based in Dublin.

Irish Life's investment philosophy is value driven. The role of Senior Research Analysts is to research internationally 'undervalued' companies in detail, analysing the reasons for existing undervaluation and identifying the factors (products, markets, structures) which might provide the catalyst for recovery. The outcome of this research activity determines ILM's global portfolio strategy.

These key positions require significant experience in 'bottom-up' company research together with first class analytical skills and an in-depth understanding of the business environment, corporate strategy and accounting principles. Of equal importance is the ability to adopt a questioning attitude to prevailing wisdom in support of alternative investment scenarios.

These are unique opportunities to join a top flight professional team where both initiative and productivity are at a premium. Suitable candidates should be on a steep career path and may currently be working in a number of different disciplines such as management consultancy, corporate strategy, financial services etc. You will have strong business, accounting, MBA or UMR qualifications. Remuneration packages will be at a level to attract the best candidates.

Please contact Martin Symon at the address below.

JONATHAN WREN

Jonathan Wren Search & Selection Limited
34 London Wall, London EC2M 5RU
Telephone 0171 588 0828 Facsimile 0171 588 0830

SEARCH & SELECTION

LEADING EUROPEAN BANK EXCEPTIONAL OPPORTUNITIES IN SECURITISATION

Excellent remuneration packages

LONDON

Our Client is a leading European bank and figures as one of the 40 largest banks in the world. The Bank maintains an extensive international network of offices in over 30 countries throughout the world. Its expansion has resulted from both organic growth and strategic acquisitions to strengthen its market penetration in its chosen sectors. Its international wholesale banking activity includes investment, corporate and private banking, with securitisation featuring as a growing activity within corporate finance. Their success-to-date has resulted in the need for at least one, and possibly two, securitisation professionals to join the team.

The Positions

- Responsible for the origination and execution of securitisation deals from mandate to completion.
- Extensive liaison with relationship managers to assist in the identification of opportunities.
- Close liaison with lawyers, accountants and all relevant professionals to ensure successful execution of deals.
- Work on a variety of Pan-European transactions, in the local markets when necessary.

The Requirements

- Ideally at least 3 years' securitisation experience within a banking environment. Possibly a background in accountancy, treasury or law.
- Preferably credit-trained, with well-developed analytical skills and an eye for detail.
- Team player with high energy levels, capable of working as part of a small, high-profile group.
- Excellent marketing and relationship management skills, with the personal sensitivity to work across a number of European cultures.

Please send your CV with current salary details to: Sara Kenderdine-Davies, K/F Selection, 252 Regent Street, London W1R 6HL.

quoting ref: 06903/B Alternatively send by fax on 0171-312 3380 or by e-mail to cv@kfselection.com Internet Home Page: <http://www.kfselection.com>

K/F SELECTION

A DIVISION OF KOHN/FERRY INTERNATIONAL

GLOBAL FINANCIAL SERVICES ORGANISATION SENIOR PRODUCT ACCOUNTANTS

Excellent salary packages LONDON OR FRANKFURT
(including expatriate benefits in Frankfurt)

Our Client with its subsidiaries and affiliates is a global financial services organisation serving individual businesses, governments and financial institutions around the world. Its activities are conducted primarily within the core business franchises of Relationship, Consumer and Emerging Markets Banking. The Bank has moved successfully from a regional structure to one of global product lines. With the re-alignment of the finance function alongside the businesses, experienced controllers are sought for the London and Frankfurt offices.

The Positions

- Manage the day-to-day running of the Business Control Departments.
- Liaise between the local financial control areas, the European Middle Offices and the Business.
- Develop strong relationships with the Business.
- Resolve and eliminate daily and strategic business issues as and when they arise.
- Control monthly reconciliations, local audits and business costs, and assist in annual budgeting and forecasting.
- Involvement in product areas including: warrants, government bonds, bond options, eurobonds, new issues, securitisations, swaps, interest rate options and fx options.

The Requirements

- Qualified accountants.
- Knowledge of US GAAP accounting.
- Working knowledge of at least some of the product areas.
- Knowledge and understanding of regulatory reporting issues.
- Hands-on, yet objective approach to problem solving.
- Highly-developed team-playing and communication skills.
- Good written and spoken English. German would be advantageous for the position in Frankfurt, although not essential.
- Willingness to travel in the course of business.

Please send your CV with current salary details to: Fiona Jobson, K/F Selection, 252 Regent Street, London W1R 6HL, fax 0171-312 3380 or Robert Rosenbach, K/F Selection,

Burggrafenstrasse 5a, D-40545 Düsseldorf, Germany, fax 00-49-211-55-86-5-55, quoting ref: 6092/L Alternatively e-mail to cv@kfselection.com Internet Home Page: <http://www.kfselection.com>

K/F SELECTION

A DIVISION OF KOHN/FERRY INTERNATIONAL

STANDARD LIFE HEAD OF TREASURY

Substantial Package

EDINBURGH

With assets of some £50 billion under management and a AAA-rating, Standard Life is Europe's largest mutual life assurance company. With a reputation for customer service, change and innovation, the company continually seeks to develop new product lines and services, which has culminated in the recent decision to establish Standard Life Banking Services. As a result, the established treasury operations will be called upon to invest ever-increasing cash balances in the sterling markets, a wide range of foreign currency markets and related derivatives. The company therefore seeks to recruit a talented and entrepreneurial treasury professional to further develop the function and play an important role in the development of the retail banking operation.

The Position

- Manage and develop the day-to-day activities of the treasury function, challenging traditional practices and establishing new professional standards.
- Influence the development of Standard Life Banking Services, ensuring control procedures for the Bank of England and assist in pricing and product development.
- Mastermind the review and further development of international FX and sterling management systems, improving reporting and projections.
- Develop and maintain strong working relationships with banking counterparties.
- Manage, motivate and develop an established young team of dealers, leading by example.

The Requirements

- Senior treasury specialist, professionally qualified and of graduate-calibre with extensive experience on the sterling, FX and related derivatives markets.
- Proven management ability with a thorough understanding of the retail banking sector and its related products.
- Proactive self-starter, capable of building a team and with the ability to sell new ideas and working practices within the organisation.
- First-class presentational skills, enabling effective communication with both junior staff and senior executives.
- High levels of initiative, coupled with a hands-on approach to work.

Please send your CV with current salary details to: David Burton, K/F Selection, 252 Regent Street, London W1R 6HL, quoting Ref: 9032/A.

Alternatively send by fax on 0171-312 3380 or by e-mail to cv@kfselection.com Internet Home Page: <http://www.kfselection.com>

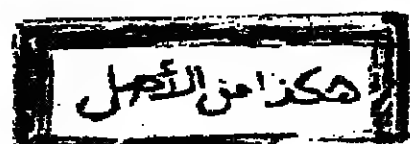
K/F SELECTION

A DIVISION OF KOHN/FERRY INTERNATIONAL

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Courtney Anderson on +44 171-873 4095





INTERCLAIM RECOVERY LIMITED

is a new company backed by a number of institutional shareholders which has recently been designed to operate in Dublin's International Financial Services Centre and which will commence trading on 1 July 1997. The company is acquiring an initial portfolio of US\$400 million of abandoned or ineffectively pursued large value complex judgments, claims and debts from gilt-edged institutions. The company is expert at locating and freezing substantial hidden assets, particularly offshore. Interclaim now wishes to fill a number of key positions based in its Dublin office but which may occasionally involve some international travel.

The persons appointed to these positions are likely to be high performers with lots of initiative and with an ability to drive cases and work well with lawyers/investigators in different jurisdictions.

An attractive remuneration package commensurate with the responsibilities of the positions and competitive with international legal, accounting and investigation firms will be an offer to the successful candidates.

Please send by post or by fax a detailed C.V. together with three references, in confidence, not later than 28 May 1997 to:

Glendon Capital Markets plc (Ref: DC)
Anderson House, 1 Harbour Master Place,
International Financial Services Centre, Dublin 1,
Ireland.
Fax: No. 353-1-4781330

Opportunities for Specialised Lawyers & Investigators

EXPERIENCED INTERNATIONAL LITIGATION LAWYER

One experienced litigation lawyer to serve in the Company's mature claim enforcement unit. Candidates should have excellent academic qualifications, a minimum of 3 years experience in complex multi-jurisdictional litigation, with particular experience in pre-emptive remedies and other extraordinary procedures calculated to freeze assets, seize evidence and to compel third party disclosure.

RECENTLY QUALIFIED LAWYER

One recently qualified lawyer who has qualified in an English-speaking jurisdiction, and who has a professional interest in international litigation. Those candidates who also are fluent in a second major language and who have training in both the common and civil law traditions are preferred.

PROFESSIONAL INVESTIGATORS

Two professional investigators of good standing who have not less than 10 years experience in law enforcement or private practice and who also have had particular experience in economic crime and/or the reconstruction of complex, large value asset holding and succession devices. Investigative knowledge of the offshore world and/or of Switzerland and Liechtenstein would be of particular relevance.

FORENSIC ACCOUNTANT

One qualified accountant who has had at least 5 years professional experience in forensic accounting. Academic excellence, computer literacy of a high order and experience with a Big-Six firm are preferred.

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0171 873 3694

or
Keeley Pope
0171 873 3351

or
Mark Cunningham
0171 873 3779



European Investment Bank A career in the heart of Europe

The EIB, the financial institution of the European Union, is currently seeking for appointment for its Projects Directorate in Luxembourg, responsible for the techno-economic appraisal of projects (m/f)

Economist

with extensive projects/programmes appraisal experience in the fields of water, waste water and solid waste.

A short term or permanent appointment would be considered.

Duties: □ assessment within a multidisciplinary team of economic/financial and environmental viability of capital investment projects and programmes in the fields of water, waste water and solid waste in industrialised and developing countries; □ preparation of sectoral, market and tariff studies; □ analysis of economic and environmental issues relevant to the Bank's lending.

Qualifications: □ advanced academic qualifications in economics (MSc. or Ph.D.); □ familiarity with the concepts and practical issues of market liberalisation, privatisation and regulation; □ knowledge of engineering matters would be advantageous as would an understanding of relevant institutional and policy issues.

Experiences: □ 3-5 years in relevant sectors is essential; □ extensive practical experience in the area of investment appraisal including cost-benefit analysis, environmental economics and issues and risk analysis in both developed and developing countries; □ experience gained from working in a banking environment would be useful.

Languages: perfect knowledge of English or French and good command of the other. Working knowledge of other European Union languages would be an advantage.

The EIB offers attractive terms of employment and salary with a wide range of welfare benefits. Applications from women would be particularly welcome.

Applicants, who must be nationals of a Member Country of the European Union, are invited to send their curriculum vitae, in English or French, together with a letter and a photograph, quoting the appropriate reference, to:

EUROPEAN INVESTMENT BANK, RECRUITMENT DIVISION,
Ref. PRA 9708, L-2950 LUXEMBOURG. Fax: +352 4379 2545
(http://www.eib.org)

Applications will be treated in the strictest confidence and will not be returned.

SENIOR PRIVATE CLIENT INVESTMENT MANAGERS

Competitive Salary and Benefits
Channel Islands based.

The Company

A leading Channel Islands based stockbroking and asset management company and part of a major international financial group. The Company currently manage substantial funds on behalf of private clients and have ambitious growth plans for this area of their business.

The Position

Working within the Asset Management team. In either Guernsey or Jersey, the role will be primarily one of investment management, but will also involve some marketing responsibilities. In addition, the successful applicant will also be expected to provide input to the team's Asset Allocation and Investment process.

The Candidate

Successful candidates should have extensive experience of either private client investment management or institutional fund management. He/she will have almost certainly built up a substantial client base thanks to the combination of good investment performance and excellent client service. In addition, the candidates will preferably, though not essentially, have existing contacts and relationships in the Channel Islands, and perhaps have local residency qualifications.

This is a unique opportunity to join a very successful and dynamic organisation and play a major role in helping the Company achieve substantial growth in assets under management. It is also an opportunity to work in an exciting, global industry in the high quality working environment of the Channel Islands.

Please write to Box A5406, Financial Times,
One Southwark Bridge, London SE1 9HL

CASH MANAGEMENT ASSOCIATE

London based

As a leading global securities firm and US investment bank, our client is looking for a high-calibre individual to calculate the daily funding and investing for all of their European cash positions. Responsibilities include identifying and developing innovative investment opportunities to maximise revenue and meet client needs.

The following attributes are essential:

- A good degree in Finance or Accounting
- At least two years' experience demonstrating an extensive knowledge of the Money Markets and multi-currency Cash Management
- A thorough knowledge of UK depository products sold in the institutional market
- Experience of major projects leading
- Experience of managing a team of at least five people
- Fluency in English and another European language.

Please write enclosing a full CV to: The Confidential Reply Handling Service, Ref: 702, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

Applications will only be forwarded to this client, but please clearly indicate any organisation to which your details should not be sent.



HR MARKETING & COMMUNICATIONS

The Arab Poultry & Cattle Equipment company is interested to recruit high calibre professionals in the fields of:-

1. Poultry & Cattle equipment design engineer (one graduate engineer).
2. Poultry & Cattle equipment production technician (one technician).

Applications, C.V. and a copy of the passport should be mailed to the following address:-

Arab Poultry & Cattle Equipment
P.O. Box 1051
Fujaiah
United Arab Emirates

General Manager
Eng. Adham Bairly

Trade Finance Specialist

with extensive bank (and preferably corporate) experience required for leading London based consultancy.
CVs in confidence to: Box A5405
Financial Times, One Southwark
Bridge, London SE1 9HL.



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FIXED INCOME

London based

A superb opportunity has arisen to trade Eastern European/Turkish Derivatives within the Fixed Income Division of one of the world's most highly regarded US investment banks. Reporting to a senior managing director, you will play a key role in the group. Applicants should meet the following criteria:

- At least three years of derivative products trading (options, futures and swaps) within a leading international bank, ideally covering Eastern Europe and Turkey.
- Proven expertise in building pricing tools and systems using advanced technologies and a high level of computer literacy to include programming and modelling.
- An outstanding background of academic achievement, with a degree in either Economics/Econometrics, and Computing.
- Strong numeracy.
- Superior technical and derivatives knowledge.
- Proven expertise in running client/product education seminars.
- Fluent written and spoken English and Turkish.
- Excellent communication skills.

To apply, please send your resume and a covering letter to: The Confidential Reply Handling Service, Ref: 706, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

Closing date: 28th May 1997.

Applications will only be forwarded to this client, but please indicate any organisations to which your details should not be sent.



HR MARKETING & COMMUNICATIONS

Corporate Finance Professionals

ACA's into Corporate Finance
to £40,000 + Bonus

Leading European Investment Bank is looking to rapidly expand its Corporate Finance Advisory division. Based in the UK, these positions will offer the chance to work on cross-border deals, acquisitions, disposals and flotations with leading worldwide blue chip companies.

Ideal candidates will be between the ages of 24-32, and will meet the following criteria:

- Qualified accountants from one of the Big Six accountancy firms (preferably with some relevant work experience)
- Excellent academics
- Second European language is desirable

If you are interested in joining a progressive, ambitious team and would enjoy regular specialist training and the possibility of future secondments, call Badenoch & Clark.

Telecoms / Media Specialists £Competitive

Our client is an International Investment Bank which distinguishes itself through the skill of its advisory services, the quality of its products and financial strength.

As a result of increasing business generation, this major player is looking to appoint several Corporate Finance professionals in its high profile media / telecommunications team.

Candidates for these positions are likely to come from one of the following environments:

- Corporate Finance
- Management Consultancy
- Industry
- Accountancy

These opportunities will offer unparalleled personal growth and development, do call if you are interested.

For further information please contact:
Susan Norrey or Jeremy Cooper at Badenoch & Clark,
16-18 New Bridge Street, London EC4V 6AU.
Tel: 0171-583 0075, Fax: 0171-353 3908.

BADENOCH & CLARK recruitment specialists

International Trade & Marketing company is seeking a plan manager for a seafood processing plant in Gambia, West Africa. Applicant should have food processing experience and exposure to a wide range of further processing and packaging technologies. Knowledge and experience with HACCP program, College degree is preferred along with an ability to improve yields, productivity, quality and cost controls. Applicant should be very hands on and possess good people management skills. Must be willing to relocate to the Gambia plant.

Qualified Applicants should send resume to the attention of:
Ms. Vickie A. Hann
Fax: 301-458-5912 or 301-577-2610
Email: 75142,1124@Compuserve.com
Mail: ITA, Inc., 9470 Annapolis Rd., Suite 208
Lanham, MD 20706 U.S.A.

SGS Société Générale de Surveillance holding S.A., the SGS Group, founded in 1878 with headquarters in Geneva, Switzerland, is the world's largest organisation in the field of testing, inspection, verification and quality systems certification. The Group operates in over 120 countries with 354 subsidiaries, 1,253 offices, 365 laboratories and 37,000 employees.

The Group's worldwide operations have expanded rapidly during the last years. Given the increased audit universe, we are looking for complementing our Internal Audit Function with high calibre and dynamic individuals for the position of:

INTERNAL AUDITOR (M/F)

Tasks and responsibilities

- Performing financial and operational review missions worldwide in the SGS Group universe
- Advising on improvements of operations in terms of minimising risks, improving quality, efficiency and effectiveness
- Understanding operational, local and business considerations
- Special projects, including due diligence work

Profile of the suitable candidates:

- Qualified auditor (CA, CPA, CIA, Expert comptable diplômé)
- Two to five years relevant work experience in an international environment after gaining audit qualification
- Fluent English and either French or Spanish essential; any other language desirable
- Willingness to travel up to some 60% and to undertake this role for a number of years
- Excellent communication and writing skills

For successful candidates this position, clearly offers exciting career prospects in the SGS Group.

Interested candidates should send their application letters and curriculum vitae to SGS Société Générale de Surveillance S.A., Human Resources Division, P.O. Box 2152, CH-1211 Genève 1. Interviews will take place early June. Closing time for application: May 22nd, 1997

Société Générale de Surveillance



BANK RATING EXPERT

Highly experienced analyst specialising in the assessment and rating of banks in developed and emerging markets. Excellent written, oral and computer skills. English, French and German languages. Seeking new challenging openings in London or other world financial centres, preferably on a freelance basis, short/long-term assignments.

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Financial Times,
Southwark Bridge,
London SE1 9HL

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Candidate: Quality-driven approach. MBA or equivalent, with a minimum of 5 years related experience. Good management, planning, communication skills. Perfectly bilingual English/Arabic. Willing to travel extensively.

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- ◆ Knowledge in accounting
- ◆ Sales/profit minded
- ◆ Bilingual (English/German)

Fax us your resume +49-69-69 80 19 22

INSTITUTIONAL SALES

A candidate to sell to London based Financial Institutions, Investment Banks and Stockbrokers, from the London office of an International Investment Bank. Your previous experience will be from equity sales.

We offer excellent terms for the right candidate. The position is high profile within the organisation and international career opportunities exist for the right applicants.

Please send or fax your CV marked "Sales" to:
Mr Robert Riordan,
ISG Capital Markets,
575 Lexington Avenue,
7th Floor,
New York NY 10022
Or fax to the
London office
(212) 350 4611

ACCOUNTANCY APPOINTMENTS

Our client is a highly successful integrated global investment bank, placed in the top echelons of its peer group. This institution has a strong reputation in international equities and is ambitious for the growth of its established equity derivatives business.

SENIOR EQUITY DERIVATIVES SALES

BASED LONDON - EXCELLENT PACKAGE

This is an excellent opportunity to develop and expand the bank's international institutional client relationships, selling global listed and OTC equity derivative products.

Responsibilities will include:-

- Account management of an existing client base
- Development of new business relationships
- Involvement in team management and in the overall strategy of the sales team
- Development of cross selling opportunities
- Supporting junior team members
- Co-ordination of derivative sales with the equity business

The successful candidate will be able to demonstrate a track record of successful long term account management and excellent teamwork skills. With an excellent academic background, training and 3-5 years experience of equity derivatives in a quality brokerage house, the ideal candidate will enjoy the prospect of continuing to actively sell to their own client base as well as train and develop others' skills and potential.

In line with the quality of this bank and the importance of finding the right person for this key position, the remuneration package is excellent and amongst the most motivating in the business. A balance of salary and performance related bonuses as well as normal banking benefits will ensure that the right person is hired and retained.

For further details, please telephone Ben de Haldevang on 0171 628 5550 or fax your c.v. on 0171 628 5551. Alternatively write to him with your full career details to:

RICHMOND & Co

5 ST HELEN'S PLACE, BISHOPSGATE, LONDON EC3A 6AU.

Germany

This multinational corporate has an internationally renowned brand name and a reputation for product innovation which has enhanced its competitive position. The finance function has global responsibility for management and financial reporting, investor relations, mergers and acquisitions, treasury, IT, accounting systems, other finance matters and ad-hoc projects.

There is now a requirement for an experienced individual to join the central finance team, acting as a proactive project co-ordinator covering a number of global and local projects. Working closely with the Chief Financial Officer, these could range from macro projects such as assessing the impact of a common European currency on the business or implementing a global forecasting system, to looking at more local taxation and regulatory issues. The role will also develop into acting as the in-house consultant for all finance related matters.

An MBA from a leading business school and preferably a Chartered Accountant or CPA, you will have three to four years' finance or corporate planning experience with a major global corporation or be working for a reputable management consultancy firm.

circa DM 180,000 plus annual bonus plus car

Cultural awareness of the German marketplace and fluency in German and English are pre-requisites. Preference will be for individuals with branded consumer products knowledge coupled with strong project management experience. You will be a highly motivated team player with initiative and good communication skills.

This is an outstanding opportunity to join a high profile multinational corporate with strong growth prospects. Career enhancement opportunities are excellent and the package, depending on experience, will include an annual bonus, company car and the fringe benefits associated with a position at this level.

Interested applicants please send a full résumé, quoting reference number 2506/02 to Anthony Cook at Morgan & Banks PLC, Brettenham House, Lancaster Place, London WC2E 7EN or if you prefer, telephone 0171 240 1040. Fax Number 0171 240 1052. E-mail: saks@morgan01.demon.co.uk

Internet Home Page: <http://www.morganbanks.com.au>

Morgan & Banks
INTERNATIONAL

Head of Finance

Milan

£ Excellent + Expat Bens

Our client is the world's leading commercial supplier of specialist products, services and complete systems solutions to the banking, retail, leisure and transport industries. International in both its outlook and its operations, it has a turnover in excess of £700 million, with over 80% of sales coming from overseas customers and over half its employees based outside the UK. The group has experienced consistent profitable growth in recent years, and looks to further strengthen its position through investment and acquisition both in the UK and abroad.

In line with the Group's policy of acquisitive growth, its largest operating division is in the process of expanding its distribution and after sales service in Italy. As a result, an opportunity now exists for an exceptional Head of Finance to take control of this newly acquired company, which has the potential for considerable development in the near future. The successful applicant will play a highly proactive role in the management of the company with regard to both commercial and financial aspects that will ultimately drive the business forward. Concentrating initially on integration with group accounting policies and UK GAAP reporting, you will assess, and if applicable, strengthen the finance function. In conjunction with the

provision of sound technical advice on strategic and commercial issues, you will oversee the implementation of new IS systems, and thus help construct a solid platform from which the company will be suitably positioned to develop into the new market place.

The opportunity should appeal to a UK qualified accountant now looking to gain 2 to 3 years international experience with a blue chip organisation in a highly competitive environment. With an outstanding and consistent level of achievement to date, you will ideally be aged 30-35, have gained some previous distribution experience and be able to demonstrate the ability to implement change and operate in an equally commercial environment. A sound academic background and a good working knowledge of the Italian language are both essential. The ability to interact with all levels of management, both internally and externally, is key to the success of the role. The remuneration is made up of an attractive basic salary, coupled with an excellent expatriate package, significant bonus potential and company car. Thereafter, further opportunities for progression into more senior roles within the group would be presented, giving long term career prospects for the successful candidate.

Interested applicants should write, in the strictest confidence, to Christopher Mills or Simon Easter at Walker Hamill Executive Selection at The Thames Valley office, forwarding a brief résumé quoting reference CM 2987.

WALKER HAMILL

The Atrium Court
Apex Plaza
Reading
RG1 1AX

Tel: 0118 959 7788
Fax: 0118 959 7794

SENIOR FINANCE MANAGER

Dynamic Growth

Recognised as one of the fastest growing and largest global players within its area of financial services, our client is well respected for its innovative and professional approach.

As a result of both recent developments and exciting plans this high profile opportunity has arisen. Specifically you will:

- Consolidate and analytically review monthly accounts and results
- Develop and enhance, in line with business needs, cashflow control and reporting
- Liaise with offices throughout Europe, US and Far East on key issues
- Spend up to 30% of your time on a wide variety of ad hoc investigations and business related projects

£40-50,000
(including car allowance)

In order to add value at an early stage in this ever developing environment your technical skills, as a Qualified Accountant, and personal qualities will be significantly more important than previous experience of financial services. Communication and presentation skills will be crucial if you are to contribute in a credible and commercial manner. Whilst self-sufficient you must be a team player with high levels of energy, enthusiasm and stamina. An attention to detail coupled with an ability to see wider issues is essential as you are to challenge positively and propose improvements.

Interested candidates should write with full CV, quoting current rewards package to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY. Tel: 0171 430 9000, Fax: 0171 405 5995 quoting ref: HKW/11247/FT.

Hoggett Bowers

EXECUTIVE SEARCH & SELECTION



THE 150 GROUP

SOCIÉTÉ EUROPÉENNE DES SATELLITES

Société Européenne des Satellites S.A. (SES) is a private company having its headquarters in Betzdorf, Grand-Duchy of Luxembourg. SES owns and operates the ASTRA Satellite System which broadcasts television and radio channels throughout Europe. Revenues now are in excess of £260 million and growing steadily.

We have an immediate opening for the position of

MANAGER, ACCOUNTING SERVICES (m/f)

Reporting to the Director of Finance you will be responsible for all accounting functions of the parent company and its affiliates throughout Europe. This includes consolidations, internal and external reporting according to local and international accounting standards as well as international tax compliance.

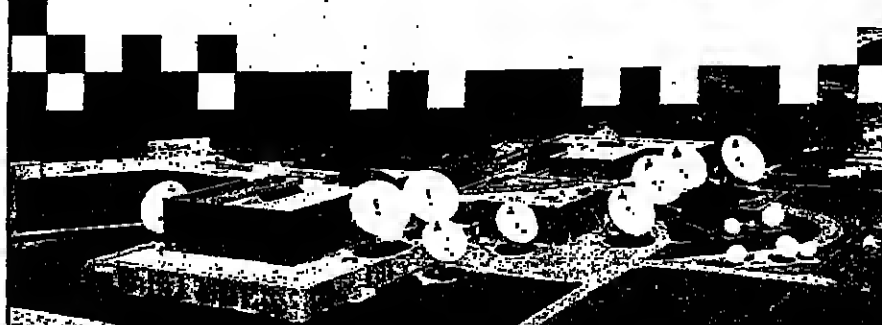
The successful candidate should meet the following criteria:

- have an internationally recognized accountancy qualification (ACA/ACMA or equivalent);
- have 5-7 years experience in a similar function in an internationally operating company;
- be fluent in English (German and/or French also required);
- demonstrate good communication abilities, flexibility, team spirit;
- possess demonstrated personnel management skills to be able to lead a small dedicated team;
- be willing to integrate into a truly international environment in a fast growing high-tech business.

We offer you a permanent employment for a challenging position in a growing leading industry and a remuneration package commensurate to your profile.

Interested? Please send your handwritten application + CV typed in English + photo before 4 June 1997 to:

Société Européenne des Satellites
Human Resources Office
(Ref.FT/05/97)
L - 6815 Château de Betzdorf
Grand-Duchy of Luxembourg



Senior European Taxation Advisor

City

Substantial Salary + Excellent Banking Bens

Chase Manhattan Bank is a world class financial institution providing a wide range of financial services to corporations, governments, financial institutions and individual investors. Europe is an area of substantial strength of this corporation, within a truly global business in terms of geographical spread and product range.

Reporting to the Head of Tax for Europe, Middle East and Africa, an exceptional opportunity has arisen to join their taxation advisory team. A key requirement involves the provision of planning advice to the business groups in Europe including the emerging markets of Eastern Europe. A prime responsibility of this role is to increase the value of transactions and products through the creation of innovative yet secure tax efficient structures and leveraging off of the tax opportunities. An aptitude for spotting and exploiting planning opportunities is essential, as you will be working with senior directors in developing transactional and planning structures for the groups operations through Europe. The principle objectives are to:

- React to enquiries and issues raised by the business unit.
- Proactively generate trade ideas.

- Co-ordinate at the activities of different business units and jurisdictions and assist the cross selling of products.

The successful candidate, probably aged in your 30's, will be a qualified accountant or solicitor with strong UK, European and US corporate tax experience.

Additionally, you will have a demonstrable track record in completing cross-border transactions and you will relish the opportunity to assume direct responsibility for the creation and implementation of tax planning across Europe.

Candidates must display outstanding intellectual, technical and interpersonal skills, together with ability to understand and enhance banking products.

Potential for personal growth within this world-class financial institution in global taxation or within the sales and trading environment is limited only by the individual's personal ability and desire. For further details on this outstanding position, please contact Chris Nelson, Michael Page Taxation on 0171 269 2232 or send your CV to him at Page House, 39-41 Parker Street, London WC2B 5LH.

Michael Page Taxation
Specialists in Taxation Recruitment
London Bristol Birmingham Edinburgh Glasgow Leamington Spa
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

FINANCIAL DIRECTOR

Paris

FF neg

My client is a major European FMCG group, with substantial production and distribution businesses in France. They seek a Finance Director for their French operations which have a combined turnover of c£100m.

Based at French Head office just outside Paris this position reports to the Group Financial Director (outside France) and is responsible for all financial planning, budgeting and reporting for all the Company's subsidiaries in France.

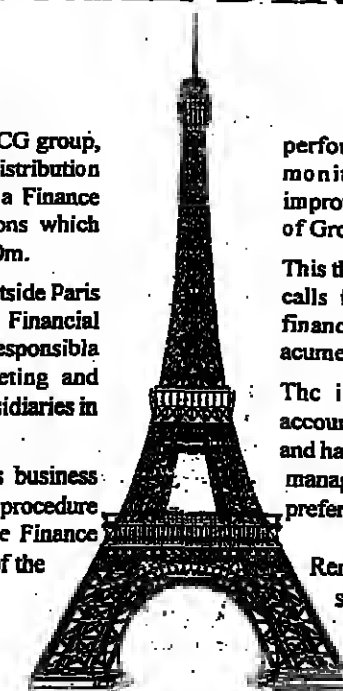
This role is crucial in the group's business management structure. The reporting procedure is based on a matrix structure. The Finance Director works directly with each of the subsidiaries' Directors to develop operating plans, budgets and

performance objectives and thereafter to monitor performance and recommend improvements on a continuous basis on behalf of Group Headquarters.

This therefore is a pivotal business role which calls for a self-confident, highly energetic finance manager with strong commercial acumen and strong interpersonal skills.

The ideal candidate will be a qualified accountant, aged 35/40, speak good French and have a successful track record of financial management in an FMCG environment, preferably with an international group.

Remuneration includes a negotiable salary, bonus, Company Car and appropriate relocation costs.

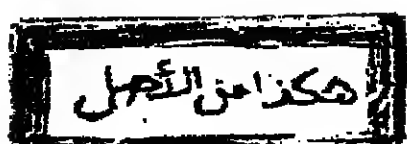


COBURN BLAIR

SEARCH AND SELECTION

Candidates should apply - in confidence - with full CV and current salary details to Ian Witter, Coburn Blair, 63 George Street, Edinburgh, EH2 2JG, Scotland. Fax: 0131 226 5116 Quoting Ref No 9490

Offices in:
Edinburgh, Glasgow,
Leeds

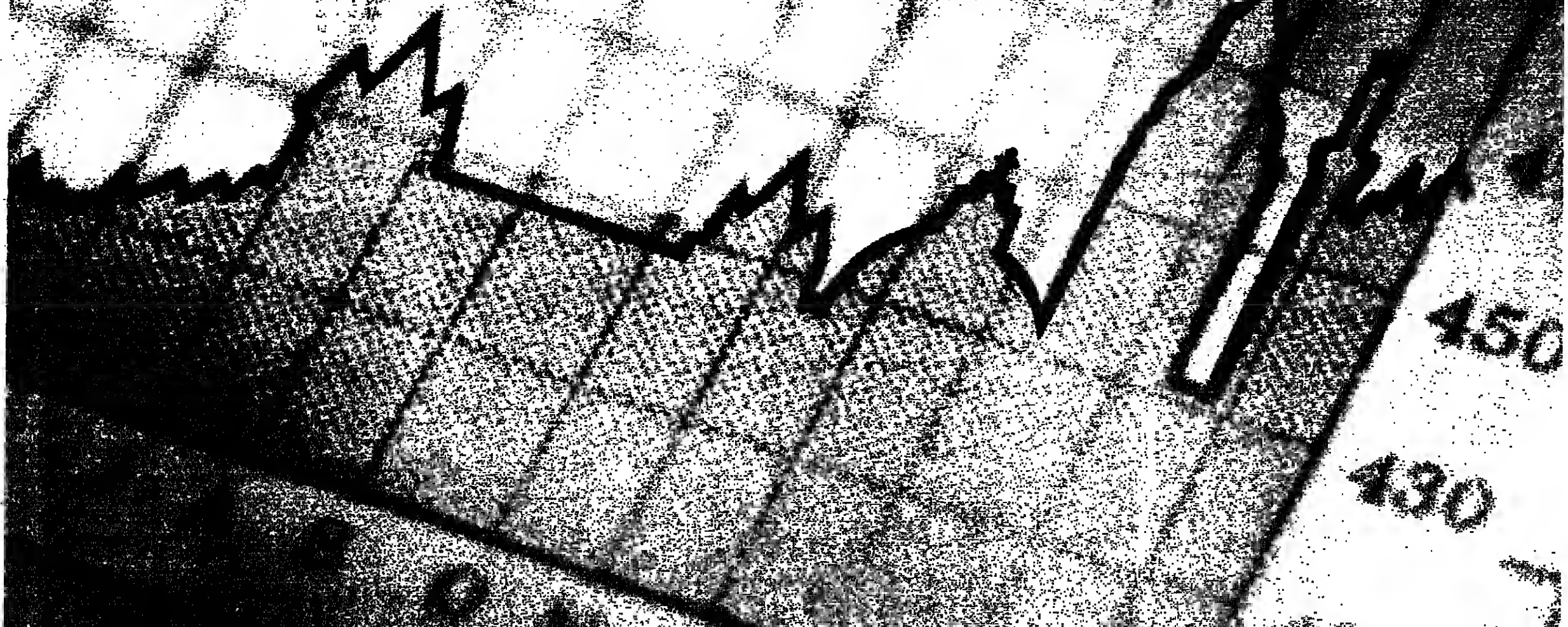


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Deloitte & Touche is a global network of member firms, each of which is a separate legal entity. The Deloitte & Touche London tax team is a specialist in international and a recognised excellence in Europe. This team is seeking a Senior Tax Specialist to join our talented tax professionals and senior level in the UK and international tax environment. If you are an experienced tax professional with a proven track record in making your mark on the world of Deloitte & Touche, please send your CV to Chris Nelson at Michael Page Taxation, 15 Abchurch Lane, London EC4N 3DF. Tel: 0171 269 2232 weekdays.

Michael Page Taxation

Specialists in Taxation Recruitment

To £100,000 package
+ options

Quoted Plc

Surrey

Group Finance Director

New role within a profitable, recently floated group with a strong reputation in its sector and plans to grow both organically and by acquisition. Stimulating remit to work closely with the Chief Executive on a range of corporate development, financing and treasury issues.

THE ROLE

- Working with the Chief Executive in setting the strategy and managing corporate development activity including identifying and funding acquisitions.
- Building on strong, established City contacts. Ensuring first-class support from all third party advisors and maintaining and developing the company's City profile.
- Working alongside the Company Secretary and operational finance team to deliver tight financial management and cash control.

THE QUALIFICATIONS

- Ambitious and tenacious Graduate Accountant, aged mid 30s+ with previous plc experience and a significant corporate development background, either as an advisor or as a principal.
- Disciplined and rigorous analyst, capable of critiquing complex business proposals and allocating resources effectively.
- Robust and down-to-earth team player with excellent communication skills and comfortable in a highly entrepreneurial environment.

Leeds 0115 230 7774
London 0171 298 3333
Manchester 0161 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref. 061270571,
16 Cornhill Place,
London EC3A 3DD

Financial Director

Lancashire

c £40,000 + Car + Bonus

Our client is an expanding Electronics subsidiary of a successful quoted Group. With three operating units in the UK, the company is looking to strengthen its market position and gain market share by continuing to develop leading edge hi-tech products.

The company wishes to appoint a Financial Director who is able to work with a small management team and involve themselves in all aspects of the business' development. Key areas of focus will be:

- Integration of systems and cultures of the three operating units.
- Development of manufacturing systems including the implementation of an integrated MRPII system.
- Commercial liaison/negotiations with customers and suppliers.
- Development and extension of Key

Performance Indicators and profitability analysis.

- Management and development of seven staff.
- Other areas will include acquisition reviews, business planning, control of research expenditure and general financial control.

The successful candidate should be a qualified accountant with at least five years post qualification experience. They must have worked within a manufacturing environment and be able to demonstrate good IT and staff management skills. They should possess a strong character and have excellent communication/presentation skills.

Interested candidates should send their curriculum vitae with full salary details to David Gunning ACA, at Michael Page Finance, Clarendon House, 81 Mosley Street, Manchester M2 3LQ quoting reference number 348921.



Michael Page Finance

Specialists in Financial Recruitment

London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

Leading Investment Bank Corporate Finance – Engineering Team

London

£ Excellent

Our client is one of the world's most successful integrated investment banks, recognised as a leader in many market sectors and with an enviable reputation for its extensive client relationships, quality of service and innovative ideas.

Corporate Finance is a key component of the bank's strategy in establishing and developing relationships with the leading European and Global Corporates and in generating M&A, equity related and other advisory transactions. Sector specialisation is deemed vital for future expansion and the engineering team seeks to maximise opportunities arising from the widespread restructuring predicted across this large and diverse industry sector.

The successful candidate will have a keen intellect, complemented by the interpersonal skills required to market to main board directors, and will have gained this experience within either a

leading strategy consultancy, the corporate finance arm of a merchant/investment bank or from a relevant industrial company.

He/she must be able to demonstrate the following:

- Familiarity with the Engineering sector or a genuine interest in working with engineering companies, combined with extensive UK/European corporate finance or consulting experience.
- Strong analytical and financial skills to complement industry knowledge.
- The ability to work independently and to formulate effective strategic solutions to satisfy clients' requirements.

Please contact Annabel Haywood or Jayne Philpott on 0171 269 2298 or write to them enclosing a full CV at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 0171 405 9649.



Michael Page City

International Recruitment Consultants
London Paris Frankfurt Hong Kong Singapore Sydney



FINANCIAL TIMES

Les Echos

Le Quotidien de l'Economie

The FT can help you reach additional business

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and to target the French business world.

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Toby Finden-Crofts on +44 171 873 4027

Group Reporting Manager

UPSTREAM OIL AND GAS PLC

This leading British independent upstream oil and gas company has a first class track record in both domestic and international exploration and production activities. With a strong portfolio of assets in the UKCS and Australia, an aggressive programme to develop operations in a number of other core international areas, considerable financial strength and a strong management team with a clearly identified strategy, its impressive record of achievement and growth is set to continue.

Reporting to the Group Financial Controller you will manage a small team responsible for the provision of quality technical and commercial support on all group financial matters including group financial accounting and reporting, preparation of regular Board reports with objective analysis of group performance and the further development of the company's financial reporting systems and key performance measures.

This is an excellent opportunity for a commercially minded Accountant, preferably ACA, with a minimum of five years' post qualification experience. We are looking for a confident, hands-on professional with a strong technical background and a track record of achievement in challenging roles spanning commercial and technical aspects of finance. You must have proven analytical, team building and communications skills. Key elements for success will be a willingness to challenge the status quo, explore new ways and ideas of doing things and an ability to establish effective and positive relationships at senior levels, both in the UK and overseas.

Ideally your background will be from the oil and gas sector, gained within either the finance function of an upstream company or perhaps through direct client financial review from within the profession. However, applications from outside the oil and gas sector will be welcome.

If you see the potential of this challenging opportunity as a means of further developing your already successful career please send a full CV, including current salary details and quoting reference MDS457, to: David Lloyd, Macmillan Davies Hodas, Salisbury House, Bluecoats, Hertford SG14 1PU. Tel: 01992 552552. Fax: 01992 509908.

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c.£50,000 plus
car plus
excellent benefits



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Are you in the driving seat of your career?

Hertz, the market leader in vehicle rentals, manages a fleet in excess of 400,000 vehicles in 130 countries across the globe, generating revenues greater than \$3 billion. It has achieved its pre-eminent position through a pioneering approach, resulting in Hertz Europe being a major player in the European rental market.

To ensure that they optimize profitability and maintain market leadership, two new positions have been created at the European headquarters in West London.

Risk Controller

Reporting to the VP of Finance, you will be responsible for analysing the financial and operational performance of their own insurance company, operating across Europe. The role will encompass business planning, budgeting and risk analysis/control, ensuring that key performance indicators are integrated into corporate accounting procedures.

As a graduate qualified accountant with up to 10 years experience, you will demonstrate strong financial planning and analysis skills, together with risk assessment experience that will have most probably been gained within the insurance sector.

Ref: WH1256 - Neil Holmes.

Manager - Fleet Accounting

Reporting to the Director of Accounting, you will analyse the performance of the European fleet, defining and implementing controls and procedures to optimise cashflow and the effective utilisation of the asset base. Exploiting a global fleet accounting system to assess provisions by country and fleet, you will review current practices and restructure information flows to ensure the highest levels of efficiency are achieved.

You will be a graduate Chartered Accountant with approximately six years experience gained from a major international practice, or from a multinational plc. This demanding position will initially require considerable European travel (50%) and language skills would be beneficial.

Ref: A254 - Adrian Edgell.

These two challenging roles will suit ambitious, pro-active individuals who have a proven track record where they have displayed a high degree of drive, determination and flair. Demonstrating excellent interpersonal skills you will be rewarded with an attractive benefits package and enhanced career prospects, enabling you to drive your career forward.

Please send full personal and career details, including current remuneration and daytime telephone number, in confidence to Coopers & Lybrand Executive Resourcing Ltd, 1 Embankment Place, London WC2N 6HQ, quoting the appropriate name and reference on both envelope and letter.

FINANCE DIRECTOR

Significant Strategic Input

An autonomous operation within a UK plc, itself a world leader in the leisure industry, our client is poised for significant international growth through acquisitions and overseas investment.

Vital to the success of this growth, the Finance Director will work closely with the Managing Director and will be specifically responsible for:

- All aspects of financial control, systems and reporting
- Financial and commercial evaluation of proposed strategic growth initiatives
- Key aspects of negotiations for acquisitions and/or international investment
- A variety of business development projects working with both the Managing Director and Senior personnel within the wider group

London

£60-70,000 p.a.
bonus, car

The demands of this role will necessitate previous strategic planning and M&A experience as well as evidence of successful negotiation with external parties (advisors and commercial partners). Financial management expertise is obviously essential but real commercial acumen and personal gravitas will be the overriding criteria. You will be a Qualified Accountant with a track record of achievement and business contribution. In this environment of growth flexibility and the ability to relate to a variety of international and business cultures are key attributes.

Interested candidates should write with full CV, quoting current rewards package to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY. Tel: 0171 430 9000. Fax: 0171 405 5995 quoting ref: HKW/11245/FT.

Hoggett Bowers

EXECUTIVE SEARCH & SELECTION



Group Finance Director

Financial Services Sector

Midlands

£100,000 + Bonus + Car

Our client has pledged itself to becoming the world leader in its field, offering a broad spectrum of financial services, ranging from the personal sector to corporate finance, with a portfolio that is the envy of the competition. This success is based on a genuine commitment to quality, ensuring that clients' requirements and expectations are always fulfilled.

The Group Finance Director will have responsibility for the financial management of the organisation within the UK. Key tasks will include:

- playing a full part, as a member of the executive, in future strategic plans and decisions;
- managing the budgetary process and MIS to maximise profitability and growth potential;
- operating rigorous financial controls;

ensuring that the financial team develops and grows with the business.

Candidates are likely to be graduates, qualified accountants (preferable ACA) with a record of proven ability gained within a major plc or similar enterprise.

Strong technical skills must be allied to an excellent commercial awareness. The ability to manage change successfully is a key requirement. Energy, drive, commitment and first-rate communication skills are pre-requisites.

This challenging role offers an exciting career opportunity within a global player.

Please send a full CV in confidence to GKRS at the address below, quoting reference number 178B on both letter and envelope, and including details of current remuneration.



SEARCH & SELECTION

1 WATERLOO STREET, BIRMINGHAM B2 5PG. TEL: 0121 633 4844

A GKRS Group Company

Syndicate Finance Manager

City

to £60,000 basic + package

Our client is a highly successful recently floated Plc with a market capitalisation of around £200 million. A leader in its niche of the Lloyd's Insurance market with an enviable track record of profitable growth and several high profile shareholders.

The company is led by a very young, dynamic and entrepreneurial team who have positioned the company to take advantage of market changes and to enjoy further growth, both organic and through acquisition. They see strong financial management as key to continued rapid expansion and they are now looking to establish a central reporting function for all their managed syndicates.

They therefore need to recruit a high calibre individual to set up this function to manage the integration of existing syndicates' reporting systems. You will be an enthusiastic, ambitious and business minded accountant

able to apply your skills in a highly competitive and acquisitive industry. The role is high profile and constantly evolving and you will therefore need to be task focused, able to think on your feet and to provide vision and leadership to your team.

You will be ACA qualified (with a minimum of five years post qualification experience) with a good understanding of Lloyd's regulatory reporting requirements. You will be a strong communicator, confident and credible with a proven track record of success in a blue-chip organisation and with a real desire to forge your career in a dynamic and demanding environment.

Interested candidates should send a full CV, in strictest confidence, to Sarah Hunt at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax: 0171 405 9649.



Michael Page City

International Recruitment Consultants
London Paris Frankfurt Hong Kong Singapore Sydney



Saipem

Internal Auditor

London

to £40,000 + Bens

ENI is one of Europe's leading public corporations. Its wide ranging activities include Agip Oil, Italy's largest oil producer. Saipem is a highly profitable associate of Agip providing a broad range of oil and gas services to a diverse portfolio of blue-chip clients.

As Saipem continues to expand its market share it has become increasingly necessary to not only win new business but also ensure that current operations are running at maximum efficiency. It is with this goal in mind that the company has decided to appoint its first Internal Auditor in the UK. Working closely with the current audit team based in Milan, the new incumbent will be responsible for planning and conducting a mixture of systems and control audits and ad-hoc operational review projects in the UK, Scandinavia and the Far East. It is envisaged that this role will involve

approximately 50% travel. This is not only an excellent opportunity to travel extensively but will give the successful candidate excellent exposure to senior management within Saipem Group. Given the high profile of this role, career prospects both in the UK and worldwide are excellent.

This role is designed to give a young ambitious ACA an excellent entry point into the business. It is likely therefore that you will be a recently qualified ACA, ideally with an interest in European languages although fluency is not essential. Crucially, you must be keen to progress a career on a global basis with a large diverse industrial business.

Interested applicants should send an up-to-date curriculum vitae quoting reference 333159, to Mike Deane, Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH. Telephone 0171 269 2255.



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FINANCE DIRECTOR

HIGH PROFILE CONSUMER GROUP

NORTH OF ENGLAND

c. £70,000 + BENEFITS

• Core division of a major UK consumer goods business with production interests. Ambitious company with strong brands.

• Key appointment reporting to Chief Executive. New management team implementing an ambitious change agenda with aggressive targets and intent on improving business and operational performance.

• Wide ranging, challenging brief. Overall purpose is to act as business partner to the executive team, develop financial controls and disciplines, and inject greater financial awareness.

• Need is for an imaginative qualified accountant, probably a graduate with a pragmatic down to earth approach. Able to combine technical excellence with a strong business orientation, ideally gained within a leading fast-moving commercial group.

• Tough minded with excellent relationship building and motivational abilities. Operationally focused. Skilled influencer, resilient but with a flexible, open style.

• Adaptable personality able to work within an organisation comprising strong characters. Success in the role should lead to further career development within this rapidly changing, forward-thinking group.

Please apply in writing quoting reference 1404 with full career and salary details to:

Whitehead Selection

11 Hill Street, London W1X 8BB

Tel: 0171 390 2043

http://www.gbnet.co.uk/whitehead

Whitehead
SELECTION

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LLOYD MANAGEMENT

Career Opportunities in Leading UK Financial Group

The long standing market leader in the UK, our client is one of the world's largest and strongest financial services groups. Recent results are at record levels and organic growth, acquisitions and the launch of new businesses will ensure that it enhances its dominant position in a rapidly changing environment.

The group's high profile internal audit team undertakes a wide range of significant business reviews throughout the UK and overseas - the US, Asia and South Pacific.

There is a long established record of promotion from this team into varied roles within the group. As a consequence, there is a regular need for high calibre replacements.

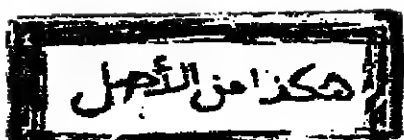
Challenging assignments will include risk and control assessments and project management and IS reviews, embracing a wide range of substantial new initiatives and business process re-engineering.

Applicants should have a computer audit or systems background in a major accountancy practice, commerce or the public sector and be familiar with emerging technologies including networks, client server and open systems. With exposure at the highest level, flexibility, adaptability and strong communication and reporting skills are essential.

Please write, enclosing a career/salary history and daytime telephone number, to David Tod BSc FCA quoting reference D/260/F.

Central London

£30-50,000
+ benefits



Director of Internal Audit & Risk Management

Outstanding ACA
Aged 30-35



c.£70,000+Car
+Benefits

British Sky Broadcasting (BSkyB) is the world's largest and most successful pay television group, operating a wide range of wholly owned channels and distributing and marketing others on behalf of third parties. This highly profitable group is one of the fastest growing companies in the UK, and with a market capitalisation of approximately £10bn it has achieved top 25 status in the FTSE 100. This outstanding growth has been achieved through a combination of their acquisition of prime sporting rights, first run movies, an aggressive marketing strategy and dynamic management culture.

BSkyB now wishes to strengthen its management team with the appointment of a Director of Internal Audit. Reporting to the Chief Financial Officer and controlling a highly qualified team of six, the appointee will be responsible for a proactive function which departs from the traditional

audit mandate. Constantly exposed to senior management across the group, the successful candidate will coordinate and manage operational review programmes including the evaluation of major business risks and the recommendation of appropriate action. The role is both consultative and value added in nature.

The successful applicant will ideally be a graduate ACA (aged 30-35), currently working in a similar role within a blue chip corporate or at Senior Manager level within a 'Big Six' firm. Highly numerate with presence and exceptional interpersonal skills, you will be a self-starter capable of demonstrating an accelerated career to date.

The rewards include an excellent remuneration package coupled with the opportunity to progress rapidly in this highly meritocratic environment.

Interested applicants should write, in the strictest confidence, to our retained consultants, Brian Hamill or Nick Brown, ACA, at Walker Hamill Executive Selection, forwarding a brief résumé quoting ref: BH 3189. All direct applications will be forwarded to Walker Hamill.

**WALKER
HAMILL**

105-107 Jermyn Street
St James's
London SW1Y 6EE

Tel: 0171 839 4444
Fax: 0171 839 3557

London International Group plc

Group Financial Systems Accountant

Central London

Excellent Salary + Benefits

London International Group plc (LIG) is the successful organisation behind such names as Durex (condoms), Marigold (household and industrial gloves) and Regent Biogel, the world's leading surgical glove.

With a network of country organisations selling and marketing our products and manufacturing operations in Europe, Asia Pacific and the USA, LIG is poised to exploit rapidly expanding markets both organically and by acquisition.

A superb opportunity has arisen for a management calibre candidate to become Group Financial Systems Accountant. As a key member of the Head Office team, responsibilities will include:

- Design, implementation and maintenance of the Group Financial Information system, Comshare (FDC).
- Ensuring that all reporting systems meet legal and accounting standards in all territories.
- Assistance to the Group Finance Department in the preparation of management and statutory accounts.
- Provision of a 'help-desk' facility.

- Planning the future strategy of the group's systems requirements.

The successful candidate should be a qualified accountant with experience of working in an international company. Applicants must have experience of using and/or implementing a financial management information/consolidation system, and be highly computer literate using Windows software (knowledge of Excel and VBA-Visual Basic for Applications essential). Fluency in English and conversational ability in at least one other foreign language is desirable, together with excellent project management skills. LIG is committed to personal career development with worldwide career progression opportunities.

If you have the above skills and wish to be part of an exciting international plc, please forward a comprehensive curriculum vitae including details of current salary and daytime telephone number to Andrew Bennett at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH or alternatively fax to 0171 831 2612 quoting reference number 349115.



A. Nelson & Co. Ltd
Manufacturers of Homeopathic Medicines

Financial Controller

London

£40,000 + Car + Benefits

Founded in London in 1860, A. Nelson & Co. Ltd is the oldest European and the largest UK manufacturer of homeopathic and other healthcare remedies. The Company's product portfolio includes 3 major brands, Nelsons Homeopathy, the Bach Flower Remedies and Nelson & Russell Aromatherapy, all of which can be seen in major high street stores.

As a result of rapid UK and International expansion, they now seek to recruit a Financial Controller in their prestigious head office in Wimbledon. This is a new position with overall responsibility for the finance and credit control functions. In addition to preparing management and statutory accounting reports, taxation and treasury, you will also be accountable for production reporting using standard

costing, as well as generally supporting production management at headquarters and plant level.

The ideal candidate will be of graduate calibre with five to ten years experience in financial, management and production accounting. A team player with a sense of humour, you will be a good communicator, proactive and keen to take necessary action to make things happen. You will be able to work on your own initiative to ensure standards of management reporting and financial controls are optimised throughout the company.

Interested applicants should apply in writing, sending a copy of your curriculum vitae to Mike Deane at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH, quoting reference 347913.



Michael Page Finance

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INTERNATIONAL ART DEALER

based in the West End of London

requires qualified FINANCIAL CONTROLLER.

Previous experience in the Art Business desirable. Computer and human resource skills are essential for this extremely responsible position.
Salary circa £45,000 plus benefits.

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AUDIT MANAGER
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Serono
PART OF THE ARES-SERONO GROUP

Les Laboratoires SERONO SA - Corsier-sur-Vevey

The Ares-Serono Group is a leading multinational engaged in developing and marketing pharmaceutical products, with Executive Headquarters in Geneva (Switzerland). Ares-Serono ranks among the world's leading companies active in the field of biotechnology and has subsidiaries and production facilities in more than 25 countries.

For the new manufacturing unit in Corsier-sur-Vevey (Switzerland), we are currently searching for a:

FINANCE DIRECTOR

Whose main responsibility will be the overall management of the Finance Department, including: financial planning and control, general accounting, budgeting, business analyses, investment strategy and control, cash flow management, and tax policies and procedures.

Key challenges include:

- Build up the finance department, and control annual expenditures in excess of Sfr.70 mio.
- Manage and develop a small, but growing, team of professionals
- Manage the activities required to integrate with the Group's financial policies and procedures
- Develop and maintain a world-class cost accounting system
- Complete and consolidate financial statements for actuals on a monthly basis, and for budgets and forecasts as required
- Participate in the strategic decision making process as a member of the senior management team

Your profile:

- A degree in accounting, finance or business administration
- Chartered accountancy qualification, or similar, an advantage
- At least 10 years relevant work experience of which 5 at a senior finance management level
- Previous experience in a manufacturing environment
- Excellent language skills in French and English
- A convincing communicator, with proven leadership skills and a focus on team building and people development.

The Ares Serono Group offers first class employment conditions in a creative and high technology environment. If you would like to apply for this challenging position and be part of a dynamic team of professionals, please send, or fax your full curriculum vitae and references in strictest confidence to **Linda Jaquillard**

Finders S.A., Recruitment Consultancy
Avenue du Théâtre 7, CH-1005 Lausanne
Tel: (41-21) 312 99 53/Fax: (41-21) 312 99 60



DIRECTOR - BUSINESS REVIEW/AUDIT

UK PLC

Edinburgh

to £75,000 + Excellent Package

Our client is a major British Group. They have a total commitment aimed at improving their market share in an increasingly competitive marketplace. Current strategies include the further development of the business at home and abroad through partnerships and joint ventures.

THE POSITION

- Report to the Group Chief Executive and the audit committee leading a small multi-disciplined team.
- Initiate investigative and business review projects relating to key areas of the business in support of the Board and senior management.
- Ensure that a pro-active approach is taken in order to promote effective managerial, operational and financial processes and controls throughout the Group.

QUALIFICATIONS

- Qualified Accountant with demonstrable experience of operating at a senior level across a range of business sectors.
- Strong awareness of current information technology applications, particularly those relating to management information and accounting systems and computer audit.
- Exceptional leadership and interpersonal skills with high levels of personal energy, ambition and drive, along with the presence and maturity to inspire confidence.

This is a high profile opportunity within the organisation and presents an exciting platform for further career progression.

Interested candidates should write, enclosing full career and current salary details, to the advising consultant, Stephen Banks, at Questor International Ltd, Eagle Court, Concord Business Park, Thrapwood Road, Manchester M22 0RR. Please quote reference 2178. E-Mail: Stephen@questorint.com



QUESTOR INTERNATIONAL

Leica Microscopy & Scientific Instrument Group

an international corporation with 3500 employees worldwide producing and selling high technology products for industrial and scientific purposes

is currently seeking experienced Corporate Finance Professionals to establish the newly built up

CORPORATE FINANCE & CONTROLLING

The **Corporate Controller** will be the head of the Corporate team, responsible for Accounting, Reporting, Tax and MIS. He reports to the CFO. The candidate must have at least 5 years of international controlling experience in an industrial position covering all relevant functions and also the ability to lead a small team of professionals. His highly qualified international experience in Industrial Management and Controlling incl. consolidation as well as his good communication skills makes him a respected consultant to our line management. He needs a basic knowledge of German law and accounting principles with excellent spoken and written English as well as the competence of working independently on an international level.

The **Corporate Accountant** will be responsible for the consistency and integrity, as well as for the organisation and consolidation of our company's accounting, and reporting from operating units worldwide and to corporate management and shareholders. Reporting to the Corporate Controller the candidate must have at least 3 years of international accounting and financial control experience within an audit firm or an industrial position as well as a recognised accountancy qualification and knowledge of German accounting principles. Further it needs the ability to work in a small professional team with excellent spoken and written English and German.

The **Corporate Treasurer** will take responsibility for managing the financial risks of the corporation - including currency, interest rate and insurance. The position is reporting to the CFO and candidates should have at least 3 years of relevant highly qualified experience. He must be able to work closely with managers in several countries together with a small professional team. Excellent spoken and written English and reasonable German knowledge is essential.

For all positions we look for candidates with an outstanding international financial background, experience and excellent communication and motivational skills as well as the capability of winning respect at all levels of a multinational organisation.

The prospective candidates are based in our Corporate Head Quarter in Wetzlar, Germany.

The remuneration packages will be fully reflective of experience and ability.

To apply for this position please write enclosing your current CV to:

Angelika Müller, Human Resources, Leica Microscopy Systems Ltd, CH-9435 Heerbrugg (Switzerland).



Microscopy Systems Ltd
Switzerland

Internet: Angelika.Mueller@email.leica.com visit our home page: <http://www.leica.com>

DEPUTY HEAD OF FINANCE AND 2 ACCOUNTANTS

Oil and Gas Exploration and Production

West of London

To £60,000, plus
highly attractive
benefits package

Our client is a leading force in the upstream energy sector worldwide with a £multi-billion portfolio of high calibre assets. They provide a full range of professional support services to operating business units from their UK headquarters. A significant increase in activity levels throughout their operations now creates openings for experienced Finance specialists to take responsibility for key aspects of current workload. These are exciting opportunities with real scope for career development, and for secondment to international project locations.

The Deputy Head of Finance will play a key role in a team of 35, reinforcing their ability to interpret and report accurately on a wide range of commercial and financial issues. You will be responsible for:

- Ensuring accounting policies and procedures are maintained
- Managing preparation of management and statutory accounts
- Encouraging synergies between operating personnel and finance
- Maintaining effective management control through forecasting, budgeting and planning

You will be a qualified Accountant with not less than 8-10 years' E&P experience, some of which has been gained internationally. A planner, motivator and leader, you will have strong communication and presentational skills and interface effectively both internally and with professional advisers and other external contacts.

Interested candidates should write with full CV, quoting current rewards package to Richard Roberts or Angela Mascias, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY, Tel: 0171 430 9000, Fax: 0171 405 5995, E-mail: hb@psd.co.uk quoting ref: HRR/11192/FT.

Hoggett Bowers

EXECUTIVE SEARCH & SELECTION

THE PSD GROUP

The Accountants will report to the International Accounting Group and take functional responsibility for specific areas of the Department's operating structures. You will be responsible for:

- Analysis, review and validation of global companies' reporting
- Providing financial policy advice and support to business units
- Preparation of monthly Group reports and annual statutory returns
- Contributing to a dedicated team of finance specialists, delivering the highest level of integrity to all financial information

Once again qualified Accountants, with 3-5 years' experience in an upstream environment, candidates will have highly developed technical abilities with an analytical approach supported by real commercial acumen. An affinity with computerised systems is essential, as are excellent interpersonal and communication skills.



NATWEST MARKETS

All change

If you are an accountant looking for a genuine project role within the banking sector real opportunities can be hard to find. Roles which at first hand appear to offer diversity can often on closer analysis prove to be line roles with a project element.

NatWest Markets is the corporate and investment banking arm of NatWest Group. Last year it was decided to establish a team at the centre of its business with the specific purpose of fostering and managing change throughout the organisation and providing leadership and initiative across a whole spectrum of projects. The initial team of five is now in place and they seek to recruit new members to complement their existing skills.

Use your initiative

The team plays an important role in the development of NatWest Markets' global financial strategy. As a team member, you would be expected to generate ideas, initiate change and lead by example. As you would be based at NatWest Markets' Headquarters, you will always be at the centre of new developments and ideas. What you will not be doing is leading a quiet life.

Interested?

Are you energetic and ambitious with the drive and enthusiasm to make change happen? Do you want to apply your knowledge to new areas and to influence business decisions? Do you have the ability to and an interest in managing projects? If you possess these attributes and you are a qualified accountant with 2-8 years financial services experience, then please send a full CV to Sarah Hunt or Joanna Adolph at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH or fax it to them on 0171 405 9649.



Michael Page City

International Recruitment Consultants
London Paris Frankfurt Hong Kong Singapore Sydney

u.s. television & media corporation

finance director, warsaw

excellent salary, bonus & stock options

accountant/cpa/mba

polish speaker

Outstanding opportunity to join a high growth US quoted media corporation as FD of their Polish operations. The Polish joint venture is part of a powerful network of Television stations across central and eastern Europe.

Already the market leader in its field, with new acquisitions and ventures under consideration, its dominance will continue to grow.

It is a senior management role that reports to the General Manager, Poland and to the CFO in London. You'll have full responsibility for finance department start-up and team building as well as corporate finance and banking relations. Poland is a major investment with significant budgeted revenues in year 1 and high growth potential.

Web Jobs: www.farnwilliams.co.uk

As a member of the management board this is a key commercial position. Responsibilities include:

- Implementation of management controls and US GAAP reporting procedures
- Leading, motivating, and building a 15-20 strong finance team
- Budgeting, planning & TV production costing
- Commercial support of new ventures and acquisitions

We're looking for an experienced Finance Director with commercial drive and an entrepreneurial attitude. This is a real chance to make a difference and build your success along with that of the company. Ref: 0507

Email: farnwilliams@dial.pipex.com

FARN WILLIAMS

Diamond House 37-38 Hatton Garden London EC1N 8FW Tel: (44) 171 404 4089 Fax: (44) 171 404 4083

FINANCE DIRECTOR

International Professional Services

West of London

£ Excellent + Bonus + Bens

Our client is a highly successful, consultancy led, professional services business. An autonomous unit of one of the world's great corporations, they work with multi-national clients worldwide. Operating in the telecommunications/technology sector, they offer strategic and business consultancy together with full project life cycle integration expertise. Their peerless reputation has created significant growth opportunities - in their existing activities, in new business areas, including outsourcing and geographically, in Europe and Asia. They now seek a high calibre, commercially oriented Finance Director. He/she will add value to their business by championing the commercial analysis and management of investment risk versus return for new markets, projects and services; identifying problems and providing solutions to maximise the business' profitable growth.

THE POSITION

- Provide significant commercial input to the business at both a strategic and operational level; closely supporting the Managing Director and local business managers.
- Take full functional responsibility for all financial matters including business planning, budgeting and forecasting as well as management reporting.
- Develop and implement comprehensive and flexible financial systems and processes to align closely with a rapidly growing business.
- Lead and motivate a well qualified, geographically dispersed finance team; undertake international travel c.20%

QUALIFICATIONS

- Graduate calibre, qualified accountant or MBA, probably aged 35-45.
- Commercially oriented with experience of professional services and, ideally, outsourcing businesses and issues.
- Experience of international markets and a multi-cultural empathy which provide an insight into the practical issues of doing business around the world.
- The maturity, communication skills and commercial acumen to make a significant contribution at senior management level, both internally and externally.

Interested candidates should write in complete confidence, enclosing full career and current salary details, to the advising consultants Keith Evans and Jarline Slater, at Questor International Ltd, 3 Burlington Gardens, London W1X 1LE, quoting reference 2230. Telephone: 0171 292 8300, Fax: 0171 287 5457, E-mail: keith@questorint.com



QUESTOR INTERNATIONAL

FINANCE DIRECTOR

Software and IT Services

Thames Valley

Attractive Package

As the highly successful UK operating company of one of the world's largest independent software and services organisations, our client is recognised for its technical excellence and commercial talent. Following an internal promotion, there is currently a requirement for an FD with broad business responsibilities.

THE POSITION

- Provide the financial leadership for the company, whilst also contributing to the overall commercial strategy.
- Direct responsibility for 20 staff including finance, legal, administration and facilities functions.
- Play a key role in the UK management team, influencing many aspects of the operations across the organisation.

QUALIFICATIONS

- Qualified accountant, probably aged in your 30's, with experience gained in a complex environment - ideally in the high technology sector.
- Proactive and innovative approach with a strong commercial orientation.
- Excellent communication, organisation and leadership skills and with the ambition to develop a career in a dynamic setting.

Interested candidates should write, quoting reference 2235, enclosing full career and current salary details together with a daytime telephone number to the advising consultant, John Anderton at Questor International, 3 Burlington Gardens, London W1X 1LE, Fax: 0171 287 5457, E-mail: john@questorint.com



QUESTOR INTERNATIONAL

FINANCIAL CONTROLLER

c £35,000 + CAR AND BENEFITS

A divisional Financial Controller is required by this established plc which operates in a high-tech market. Turnover is in excess of £50m per annum, derived from 60 retail outlets in the UK, with planned growth in Europe and the Far East.

Reporting to the Group Finance Director and supporting operational management, the position encompasses budgeting, management accounting and reporting, fixed assets and bought ledger.

Candidates should be qualified accountants with at least 3 years post-qualification experience in a medium sized plc, computer literate and with proven management skills.

The ability to maintain a motivated and committed team will be crucial when the department relocates from Slough to central London later in the year.

Written applications and a comprehensive c.v. quoting reference FTWHL should be sent care of Vermin Haines, Riley Advertising, Riley House, 4 Red Lion Court, Fleet Street, London EC4A 3EN.

Closing date: 27th May 1997.

CORPORATE FINANCE DIRECTOR

Required by International Financial Services company based in Brussels and London.

You will be a UK qualified accountant with a minimum of 15 years experience with an international company.

Experience of liaison with banks worldwide and reporting to a Board or Chief Executive essential.

You must be free to travel.

Knowledge of a second European language would be an advantage.

Salary and package will be commensurate with experience.

Please write with full CV to Ref: CFD, 85 Cromwell Road, London SW7 5BW



FINANCE DIRECTOR DESIGNATE

Jigsaw Day Nurseries is one of the largest providers in the UK of children's day nursery facilities, providing over 1000 full-time places in its growing number of purpose-built nurseries.

We are now seeking to recruit a Finance Director Designate.

The successful candidate is likely to be a CA with at least three years post qualifying experience in a service related industry with strong computer and organisation skills.

The remuneration package will be in the order of £45,000 plus benefits.

Please send CV with covering letter to:

Tom Shea, Chief Executive
Jigsaw Day Nurseries Ltd,
1 Torrington Park, North Finchley,
London N12 9TB

A major International Bank is searching for an Asset Swap Trader to join their existing team to focus on sourcing, distribution and development of credit driven activities. You must have a minimum of three years market experience, with a good working knowledge of the Derivatives market. A graduate with a second European language would be an advantage.

Please reply in confidence to Box number A5426.

FINANCIAL PLANNING AND DEVELOPMENT MANAGER

World-leading technology group

West of London

to £35,000 + car + bonus

This major international engineering group is the world's premier manufacturer of leading-edge technologies for a range of specialist industries. Highly successful, the group is reaping the rewards of strengthened management and significant investment, generating impressive increases in sales, profit growth and market share and pursuing an active programme of acquisitions and joint ventures.

A key appointment in the UK finance team, the Financial Planning and Development Manager reports direct to the Financial Controller in a project-orientated role. Principal responsibilities include budgeting and forecasting, providing support to businesses throughout the world and evaluating capital expenditure proposals. The manager will also assist in the development of financial systems and undertake a range of ad hoc projects to support business needs, working closely with business area managers.

Offering exceptionally diverse commercial exposure, liaising at senior levels and working closely with business units and the parent company, the career prospects are excellent. The successful candidate can expect to move on to a controllership or other senior role after approximately 18 months.

Candidates should be flexible, independent, qualified accountants, either ACA, CIMA or ACCA, with strong financial skills and a good level of computer literacy. Excellent communication ability is essential, together with the confidence to handle a number of projects and deadlines simultaneously.

To apply, please post or fax a full CV, including salary details and quoting ref: 211 to Alderwick Consulting at the address below. For more information, call us on (+44) 171 242 9191 (weekdays), (+44) 1763 853025 or (+44) 1767 627562 (evenings and weekends).



SEARCH & SELECTION

55 FETTER LANE, LONDON EC4A 1EP TELEPHONE: (+44) 171 242 9191 FAX: (+44) 171 242 9560

FINANCIAL CONTROLLER

Excellent Overseas Package - including house, car etc.

Based: West Africa (English speaking country)

Our client is a growing global organisation working in the food sector.

The Group is highly focused with a young dynamic fast moving culture and impressive growth record over the past 5 years.

Your prime functions will be to:

- Lead the financial team with a hands-on approach
- Responsible for control of financial status of 2 manufacturing units
- Reporting of statistics
- Continued development of IT functions
- Develop cost effective procedures and financial controls

The successful candidate will ideally be 35 - 45, a fully qualified accountant with considerable commercial experience gained in FMCG or supply functions, highly IT literate and a good communicator. German language would be useful but not essential.

Accommodation is suitable for a married person.

Applicants should apply with full details, include current salary and notice period and any additional languages spoken to:

Box A5434, Financial Times, One Southwark Bridge, London SE1 9HL

DIVISIONAL FINANCE DIRECTOR

Home Improvement Products

North West

c £45,000 + Car + Bonus

Our client, part of an international group, is a highly successful £12 million turnover division engaged in the manufacture of home improvement products and components. They occupy a strong market position with leading brands and an enviable reputation for product quality and customer service and are well positioned to take advantage of future market opportunities.

THE POSITION

- Report to the Managing Director and assume full responsibility for financial management and control within the division along with functional responsibility for the UK company.
- Provide strong commercial input on a range of strategic and operational issues and play a significant role in driving profitable growth.
- Develop systems and procedures to facilitate control and generate meaningful information for management.
- Lead and motivate a small team.

QUALIFICATIONS

- Qualified Accountant, aged 35-45, with a track record of achievement at a senior level.
- Experience gained within a dynamic manufacturing environment, preferably multi-site, with demonstrable exposure to operational issues.
- Robust character with strong leadership and interpersonal skills with high levels of drive and tenacity.
- High degrees of personal presence and maturity to inspire confidence and drive change.

Interested candidates should write, enclosing full career and current salary details, to the advising consultant, Stephen Banks, at Questor International Ltd, Eagle Court, Concord Business Park, Threapwood Road, Manchester M22 0RR. Please quote reference 2236. E-Mail: Stephen@questorint.com



QUESTOR INTERNATIONAL

European Finance Director

Slough - £60-£70K + bonus + car

The European subsidiary of a major US listed corporation, our client specialises in the manufacture and supply of specialist products to the building industry. Operating in niche markets and with operations throughout Europe and the Middle East, the Company currently has a turnover of £50 million p.a. and 300 employees. Substantial growth is anticipated in the short/medium term both organically and through acquisition.

Reporting to the Corporate Vice President, you will be responsible for the Finance, Legal, Administrative and MIS functions throughout Europe and the Middle East. This includes the development and implementation of new and fully integrated Management Information Systems throughout the business.

As a key member of the Senior Management Team and working closely with European Operational Directors, you will identify, monitor and evaluate relevant business issues and information to bring about significant and continuous improvements in business performance.

Candidates should be qualified accountants with senior finance experience gained within a manufacturing/chemical processing environment. This should be combined with knowledge of US GAAP reporting, demonstrable staff management and development skills, and the ability to develop strong and effective working relationships across a multi-cultural environment.

The anticipated growth of the business requires the appointment of an able and experienced individual with the ability to play an active role in the company's development. Relocation assistance will be provided if appropriate.

Please send your curriculum vitae with current salary details and an explanation of how you meet these requirements to Carrie Andrews, Ernst & Young Management Resourcing, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 1NH, quoting reference CA121.

ERNST & YOUNG

The United Kingdom firm of Ernst & Young is a member of Ernst & Young International

FINANCE DIRECTOR



Strongly commercial role for young, fast-track accountant

Woking

package c. £65,000 + car

Ocean is an international provider of industrial, distribution and marine services with a turnover of £1bn, operating in 39 countries; a new executive team is bringing a fresh approach, leading major change and presenting demanding growth and performance targets to its businesses. Key to success is the quality of its people.

Cory Towage is a significant profit contributor to the Group. The company's strategy focuses around delivering world class customer service, productivity and innovation. Currently operating over 70 vessels in the UK, Ireland, Canada, Latin America and West Africa, it aspires to be a world leader in harbour and terminal towage, aspirations which can be realistically supported by Ocean's international infrastructure, expertise and acquisitions capacity.

Cory Towage's FD is being promoted to a Group role. This opens an excellent and visible Group entry point to an outstanding, high-potential finance function leader. The thrust of the job is to be a full member of the company's executive management and strategic development team, providing rigorous analysis and insight over a wide range of international commercial opportunities. Direct responsibilities include financial and management information, IT and capital appraisal.

To qualify, you must demonstrate strong academic and professional achievement and an outstanding record of career advancement since qualifying, gained in testing analytical and commercially oriented roles. Of top rate intellect, widely informed, you will be a mature communicator, with natural authority and influencing skills. You are likely to be aged in your early 30s and have considerable career potential.

Please write in confidence to Peter Williamson, enclosing a concise cv and remuneration details and quoting reference 054/FT. Explain briefly why we should meet.



Lawless & Williamson

EXECUTIVE SEARCH
1 Heathcote Court, 415 Strand, London WC2R 0NS

OVERBURY

FINANCE DIRECTOR

BROAD COMMERCIAL ROLE INFLUENCING OVERALL BUSINESS STRATEGY

LONDON

c. £70,000 + BONUS + BENEFITS

- The largest subsidiary of Morgan Sindall, a quoted specialist construction group, Overbury is a leading £150 million turnover fit out and refurbishment company with a strong brand image and established reputation. Rapid growth in turnover and profits over the last few years, achieved through organic development and driven by a management style that emphasises a strongly customer focused approach, decentralised structure and performance incentivisation.

- The company requires an energetic and challenging Finance Director who will develop strong financial control, planning and analysis disciplines, while continuing to enhance the management team's distinctive commercial flair and instinct.

- A key member of the Board, the Finance Director will have a major influence on the overall direction of the business and delivering operational performance. In addition to the core functional accountabilities, he/she will be responsible for developing and

implementing an IT strategy to introduce improved financial systems.

- Graduate qualified accountant, probably aged mid to late 30s with a record of success as a senior level in a highly commercial organisation. Contracting experience would be ideal, but more important is the ability to operate in a fast moving, customer focused environment and manage finance as a key contributor to broader business issues.

- Vibrant, tenacious and resilient character, with a sense of humour and mature to quickly gain credibility with senior non-financial executives. Innovative, broad thinker with a strong operational focus and shared business sense which will raise the profile of finance within the company.

- A 'hands on', achievement orientated individual capable of building and motivating a high calibre finance team working in a relatively informal, non-hierarchical environment. Position offers scope for development within a growing company.

Please apply in writing quoting reference 2467

with full career and salary details to:

Katie Thomas

Whitehead Selection

11 Hill Street, London W1X 8BB

Tel: 0171 390 2043

http://www.whitehead.co.uk/whitehead

MORGAN SINDALL



A division of Whitehead Mann Ltd,
a Whitehead Mann Group PLC company

Head of Internal Audit

Financial Services

c.£80,000 Package + Benefits

City

Our client is a leading investment management company, with over £50 billion of assets under management. As part of an ongoing process of strengthening the groups management team, particularly in the crucial areas of operational support and risk management, they now require a high calibre individual to be Head of Internal Audit. The audit function enjoys a highly proactive profile within the business and is sponsored by the highest echelons of management.

You will be tasked with the delivery of a comprehensive internal audit service.

- Developing and managing the annual audit plan to cover all facets of the business.
- Establishing and maintaining audit standards and best practice on management and operational reviews.
- Developing working relationships with line management to provide qualitative business analysis and internal consultancy.
- Reporting to the Audit and Compliance committee and liaising with external auditors and the parent company's internal audit function.

- Management of a small but high quality team.

Candidates will be graduate ACA's, Big "6" trained with a minimum of 7 years' PQE, preferably gained in financial services. You will display strong control awareness, attention to detail and the ability to work effectively with staff at all levels within the organisation. You will also display the necessary analytical and communication skills, as well as personal presence and credibility required for a position of this seniority. This situation represents a unique opportunity to join a dynamic organisation with prospects for career development within the group as a whole.

If you have the required skill sets and professional then please write, enclosing an up-to-date Curriculum Vitae along with your current salary details, to the advising consultants at Harvey Nash Plc, 13 Bruton Street, London W1X 7AH. Tel: 0171 333 0033. Fax: 0171 333 0032. Please quote reference number HNF182FT. You may also apply via <http://www.hn.co.uk> Harvey Nash

HARVEY NASH

ERICSSON Financial and Management Accounting Manager

West Sussex

£ Excellent Package

With a turnover in excess of £8 billion, Ericsson 90,000 employees are active in more than 130 countries. Their combined expertise in fixed and mobile networks, mobile phones and infocom systems makes Ericsson the leading supplier in Telecommunications. The Public Systems Division is responsible for the world's best digital switch, as well as new developments in fixed and mobile public network products.

Reporting directly to the Finance Manager of the Public Systems Division, the Management and Financial Accounting Manager will head up a team of 18 staff comprising of management accounting, project accounting and financial accounting teams.

This is a highly challenging role, responsible for providing key decision support data to profit and loss responsible business sectors and the corporate centre. Success in this role will be dependent on the development and delivery of forward looking

and historical financial management information, together with continual improvement of financial processes to ensure added value to the business. The ideal candidate will be a qualified Accountant, probably a graduate, aged between 30-40, with a minimum of four years experience in a commercially facing financial role. A results orientated individual, the candidate will have excellent interpersonal skills, good people management skills and a proven ability to deliver on time every time.

This is an excellent opportunity for a well motivated and enthusiastic individual to develop a career in a dynamic environment.

Interested candidates should forward a comprehensive CV, along with remuneration details, to Alistair Robinson ACMA, at Michael Page Finance, Cygnet House, 45-47 High Street, Leatherhead, Surrey KT22 8AG.



Michael Page Finance

Specialists in Financial Recruitment
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and in the International edition every Friday.

For further information please call: Toby Finden-Crofts on +44 0171 873 4027

IT Appointments

European Investment Bank SYBASE DBA/DEVELOPER

Our client combines two powerful houses to create a leading European-based investment bank. Their orientation is global, with a strong presence in the Americas and Asia Pacific. They have the ability to provide superior solutions from their pre-eminence in providing financial advice, securities distribution risk technology, trade finance and capital resources.

Competitive Salary + Banking Benefits

A number of high calibre Sybase DBA's are required to join their expanding I.T. function. The roles are primarily with the production systems group but there will be an opportunity to move into the development arena. The technology includes front end applications running under UNIX and Windows NT developed using Visual C++ and Visual Basic. The main company data is held within three databases with Novell servers holding Research Company sheets and news documents.

Skills required:

- UNIX (preferably SunOS/Solaris)
- Sybase v10 or v11
- PERL shell scripting
- ANSI C
- 3 to 5 years experience

These roles would suit individuals who consider themselves responsible, reliable, self motivated and persistent with good communication skills.

If you are looking to reach your career goals within a demanding but rewarding environment and desire the benefit of training and personal development, this could be an ideal opportunity.

If you are interested in the above positions, please contact either Louise Williams or Eleanor Collins
Quoting Ref 0013

Huxley

INVESTMENT BANKING
17 St Helens Place, London EC3A 6DE

Tel: 0171 335 0005
Mobile: 0973 317 330
Fax: 0171 335 0008
Email: jobs@huxley.co.uk

Fixed Income QUANTS ANALYST/DEVELOPER

£30,000 - £50,000

Banking Benefits

Our client is a leading global investment bank, market activities include a strong presence in Fixed Income and Equities. A significant expansion plan and strong commitment has been applied to the development of state-of-the-art quantitative models for pricing, hedging and valuing securities and derivative instruments.

A new opportunity has been created within the Fixed Income Division, this will involve developing new systems for global pricing models and liaising extensively with sales people on the trading floor. Projects are internationally orientated, therefore there may be some travel to New York, Tokyo and Hong Kong.

Ideally, you should possess the following attributes:

- 1 years commercial experience
- A good academic background (PhD would be advantageous)
- Strong 'C' and Unix skills
- Exposure to C++.

This is a superb opportunity to learn an in-depth knowledge of Bonds, Futures and Options products. A strong training structure is also in place to provide personal development, IT and financial market courses. If you feel you have a proactive approach, a sense of humour and can succeed in a challenging environment, please contact our retained consultants.

If you are interested in the above positions, please contact either Louise Williams or Eleanor Collins
Quoting Ref 0014

Huxley

INVESTMENT BANKING
17 St Helens Place, London EC3A 6DE

Tel: 0171 335 0005
Mobile: 0973 317 330
Fax: 0171 335 0008
Email: jobs@huxley.co.uk

BZW - Corporate Finance Mergers & Acquisitions "Origination" Information Technology Sector

The Company

BZW is an international investment banking firm of the UK based. BZW is represented internationally in all major financial markets. BZW provides a full range of tailored and innovative solutions for corporate, investors and governments covering advice, research and primary markets, research, sales and trading, structured and bank finance.

The Position

This is a position based in London, reporting to the Global Head of the Technology Sector within corporate finance in New York. It will involve active coverage of the major technology and IT services players in the UK and Europe. The key responsibility is to originate corporate finance opportunities within Europe, as well as managing inbound and outbound initiatives with the US.

The Candidate

Knowledge of the technology sector is essential. Five years or more experience is required, which could have been gained from an M&A/Corporate Finance Group within an investment bank, or from a boutique. Alternatively, experience could have been gained in the corporate development side of a technology company, or a high-tech consulting firm. Candidates should have superior marketing skills, as well as execution experience.

The Benefits

Competitive salary. Additional benefits will include bonus, car allowance, health insurance, and non-contributory pension.

To apply, please forward a copy of your CV with a covering letter in strict confidence to BZW Human Resources Department, 222 Broadway, New York, NY 10038 Attention: Department FA. We will respond to qualified candidates in whom we have further interest.

BZW is an equal opportunity employer.

Fixed Income/Equities BUSINESS ANALYSTS

Competitive Salary

Banking Benefits

Our client has an established history in international investment banking and securities with offices in Europe, America and Asia. They provide a full range of financial services and are leaders in the field of investment and financial research as well as mergers and acquisitions.

FIXED INCOME

The successful candidate should have a technical background with at least two years Business Analysis experience. You will be able to quickly establish yourself as the principal business analyst in the team, liaising with traders, preparing specifications and instructing developers. Working on front office systems, you will gain from excellent exposure to the Fixed Income business. Future projects include working on Risk Management and Bonds/Options.

EQUITIES

Based primarily in the back office/settlements area, your role will be integral to the implementation of a new back office system. Ideally you will have two years experience with a strong business background, your responsibilities will include identifying required projects together with formulating and proposing solutions. You will gain from extensive exposure to Equities, Fixed Income Securities and Derivatives.

These are outstanding positions offering an excellent opportunity to join an organisation with global influence within its chosen sectors. The successful candidate will be able to apply both technical and business skills within a dynamic and challenging environment with excellent exposure to the relevant fields.

If you are interested in the above positions, please contact either Louise Williams or Eleanor Collins
Quoting Ref 0015

Huxley

INVESTMENT BANKING
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AINSWORTH
& ASSOCIATES

Ainsworth & Associates are specialists in the development of Business Solutions and the application of Information Technology in Finance, with long experience of financial business operations in many different client environments. During the past ten years, we have developed a reputation for excellence unequalled in our field.

Owing to recent expansion we are currently seeking to recruit

Principal & Senior Consultants

with experience in:

Project Management

You have at least 5 years experience running multi-man-year bespoke developments or package selection/systems integration projects using modern Project Management tools and methods within the financial services industry.

Business Analysis

Your profound understanding of the financial services industry will have been gained over a period of 5-8 years developing IT solutions with a leader in Asset Management, Custody, Securities Trading & Processing, Investment Banking or Life & Pensions.

Systems Integration

You have specialist understanding in areas such as interfaces, data integrity and security, application and infrastructure performance and tuning, software configuration management, and supplier management gained in a sophisticated financial services environment.

Software Development

You are an accomplished practitioner in the use of PowerBuilder, C++ or VB5, maybe with team leading experience for large scale developments ideally but not necessarily in the financial services sector.

We offer an attractive remuneration package including equity participation and provide an excellent environment for personal development.

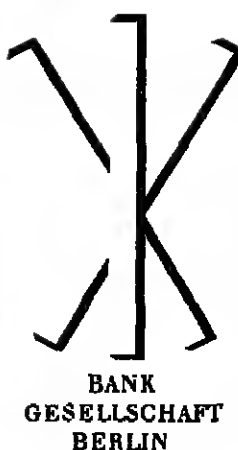
In the first instance please contact our retained consultants, quoting reference DA/5, Vine Potnam Limited, Suite 26, Ludgate House, 107-111 Fleet Street, London EC4A 2AB. Tel: 0171-955 0900. Fax: 0171-955 0901.

Business, IT and
Training Solutions
in Finance

INVESTMENT BANKING FROM A TO Z



INVESTMENT BANKING - HEAD OF IT EXCELLENT INVESTMENT BANKING + BONUS & BENEFITS CITY



BANK
GESELLSCHAFT
BERLIN

On January 1 1994, three of Berlin's leading banks linked to form Bankgesellschaft Berlin. With assets in excess of DEM 60 billion we are committed to becoming a new force in international investment banking. We have embarked upon a major programme of growth in London where business activities include Money Markets, Foreign Exchange, Fixed Income, Repos, Derivatives and Securities lending, as well as Syndication and Asset backed lending. Integral to our growth and success will be the implementation of new, state-of-the-art IT systems which will drive our business forward. We are now seeking to appoint a Head of Information Technology to play an essential role in shaping the business impact of IT.

The role is to...

- build, drive and manage a branch-wide IT function which meets the demands of an exacting user base, allowing them to perform to maximum efficiency.
- grow, shape and motivate a department of technologists whose project delivery capabilities will make a strong contribution to the bank's business performance.
- use natural and acquired authority to develop positive relationships across the bank at all levels, working effectively with the Berlin head office to ensure that the bank's imaginative IT strategy is implemented dynamically at branch level.

The candidate will...

- offer evidence of the successful management of large project teams (30+ staff) from within the financial services or investment banking industries.
- demonstrate natural or tutored leadership, team management and communication skills with experience of controlling multiple projects carrying multi-million budgets.
- display strong theoretical and practical knowledge of technology trends, understanding how IT can deliver business advantage.

This position offers an extraordinary opportunity to shape both your career and an investment bank in its earliest stage of development. For further information, about Bankgesellschaft Berlin and this role please contact our advising consultant Kevin Davey, quoting reference KDOF025, on +44 (0)171 247 7444. Alternatively, send your CV to McGregor Boyall Associates, 114 Middlessex Street, London E1 7JH. Fax: +44 (0)171 247 7475. Email: kdavey@mcgregor-boyall.co.uk

McGregor Boyall

SYSTEMS ANALYSTS

UK/INTERNATIONAL EQUITIES

Outstanding intellectual and technically challenging opportunities

London

As one of the world's leading international investment banks, our client has an enviable reputation for leadership in financial product development and technological innovation. Committed to occupying a position of leadership in the move toward global securities settlements, they recognise that this can only be achieved with the contribution of talented individuals who possess excellent technical, business and analytical skills and a strong desire to learn the business processes and the systems architectures that support them. In order to sustain and maintain the momentum built by their successful trading performance, our client wishes to attract and develop business oriented technologists with drive and vision.

The roles offer an excellent opportunity for personal development and enhancement in an organisation that is committed to providing state-of-the-art technology.

For further information contact Kevin Davey, quoting reference KDOF046, on 0171 247 7444. Alternatively, send your CV to McGregor Boyall Associates, 114 Middlessex Street, London E1 7JH. Fax: 0171 247 7475. Email: kdavey@mcgregor-boyall.co.uk

McGregor Boyall

Business & Technology Selection for Financial Markets

هكذا من النحل